Building Dynamic and Inclusive Communities with Jim Diers
October 25 2018
Global Café Table Notes

Question 1: Share one action or initiative you, your organization, or community have undertaken in the last 12 months to engage with diverse community members?

Question 2: What key action or initiative could you, your organization, or community undertake to increase diversity and inclusion?

Question 3: What resources, tools, supports do you, your organization, or community need to become more diverse or inclusive?

Group One:

**Question 2: What key action or initiative could you, your organization, or community undertake to increase diversity and inclusion?**

Who is not being heard from?
Where are assets & resources being underutilized?

- Open to differences, open to different spaces
- Create accessible points of contact for community support
- Inviting people in (who has lived experiences in the community, or area we’re working with?)
- Create opportunity
- Sharing Power (can we be a platform for other voices)
- Embed equity
- Act as stewards for community passions and initiatives
- Listen, be accessible, invite dialogue
- Go out into the community (break the top down model)
- Find non-elitists spaces (find bumping places)
- Hire diversely (break siloes)
- Be welcoming (offer and invite)
**Question 3: What resources, tools, supports do you, your organization, or community need to become more diverse or inclusive?**

- Physical Location(s)
  - Not monetary based (you don't have to buy something to enjoy)
  - Inclusive environments (ie libraries)
  - Equity issues
- What data do we already have collected? How can we enhance what we have?
  - Co-location and shared common spaces
  - Create resource sharing between agencies, organizations, and neighbourhood associations
  - Grow the current spaces
  - Create more hubs (move away from single use spaces)
- Asset Management
  - Create time banks
  - Review of Permissive tax exemptions
  - Review of Grants
  - Review of policies and infrastructure
- Place and Space mapping and visioning
- Revitalizing existing spaces
- More support for alternative housing arrangements
- Scenario mapping and planning (what is the social fabric now? what will it look like down the line?)

**Group Two:**

**Question 2: What key action or initiative could you, your organization, or community undertake to increase diversity and inclusion?**

- Block Party - “Community Spirit”
- Croquet/games
- Get to know neighbours
- Continue Welcoming Traditions - Welcoming tea, 1st Day of Spring, Persian New Year
- Nature as a common connector
- Build on use of shared space, build community around these spaces
- Energy to go beyond the community silo
  - work together between siloes
  - Youth have energy
- Folk Fest - capture spirit of everyone
- Sharing Assets - going beyond to create connection
  - “Community build in living rooms, not boardrooms.”
  - Creating welcoming spaces/conducive to cross pollination
- One on one connections to start
  - Parties, potlucks, informal, sharing,
  - Shared hostings
- Meeting each other through doing together
- Break institutional barriers - place to do - place to be
- Don’t play into the lowest common denominator

**Question 3: What resources, tools, supports do you, your organization, or community need to become more diverse or inclusive?**
- Neutralizing:
  - Fear
  - Negativity and control
  - Break old habits that support inclusion
- Listen to voices of the voiceless
- Open dialogue on White Privilege/White Fragility
- Human Library “each one teaches one”
- Write policy using positive/affirmative statements as opposed to negative
- Going towards ideals, not borders
- Public Education
- Community Outreach
  - Campaigns
  - Norm to be inclusive
- Find common interest
- Intergenerational Connections

**Group Three**

**Question 1:** Share one action or initiative you, your organization, or community have undertaken in the last 12 months to engage with diverse community members?

- Employment Programming
  - Seek partnerships to broaden clientele
- Libraries
  - LGBTQ “story time in drag”
  - Translation - open space to community groups
  - Workshops - creating space
  - Educational opportunities
- Culture Kitchens
  - Share food workshops
  - Different cultural groups
- Museum
  - Dialogue series
  - Leading by stepping back
  - Creating a container to fill
  - Creating space/opportunities
  - Support community to be driver
- Engage Volunteers
  - ESL program @ UVIC
  - More diversity in programming
- Rebuild relationships around sustainable community model
  - Getting out of Siloes - community org.’s
  - Welcoming Community
  - Imagine Cafe

**Question 3:** What resources, tools, supports do you, your organization, or community need to become more diverse or inclusive?

- Training and education for the organization around diversity
- Connect with qualified resources
- Inform ourselves of other key community groups, agencies, resources that are focused on inclusivity/diversity
- More bumping spaces in DT (where are they?)
- Watching/Grants, City of Victoria neighbourhood grants.
- One stop shop with info on different organizations
- Info/Resources sharing
- More opportunity to have community
- Go where people are
- Build relationships where people are in community
- Language Barriers = Language Classes
- Appreciating diversity in community groups
- Finding ways to articulate and define community
- Examine potential barriers
- Diversity organizational leadership and staff

**Group Four:**

**Question 1 and 2 combined**

SPC - Social Planning Cowichan
- Workshop Reconciliation
  - Success
  - February 22nd 2019

Oaklands
- Engaging First Nation artist to create work of art
- Community grant

NHSS
- Uganda Trips
- Built a school

Seniors Housing Dawson Heights
- Craft fair fundraiser
- How to engage
- Making sure people could participate
- Raise money for residents funds
  - Resurface walkways
  - Computer access

First Methodist Church
- Reducing space for affordable housing

Saanich P + R Community Services
- Connect new Syrian families to jump start funding
- Connect families
- Creating opportunities for low income people

Government of BC
- Building greater diversity in workforce
- Truth and Reconciliation work

Downtown Residence Association
- Online membership
- Develop one-off events
Resources
- Indigenous Perspective Society
- Downtown business association
- Community granting program
- Use Alumni
- Steve Bailey @ ICA
- Google Translate
- Volunteer Victoria

Group Five:

Question 1: Share one action or initiative you, your organization, or community have undertaken in the last 12 months to engage with diverse community members?

Fairfield Gonzales:
- Reconciliation Circles
  - Invited indigenous speakers, authors
- Little Free Libraries
- Organizing volunteering at NFC
  - Really great engagement

Quadra Village
- Reconciliation Circles
  - Stuck on how to proceed, how to encourage engagement
  - Consultation with experts
- Facilitator for neighbourhood small grants
  - Block party
  - Hijab awareness event
  - Multi faith connection event

Centre for Earth and Spirit
- Reconciliation
  - Day long workshop with Elder team
  - Cowichan Language 101
  - Place based curriculum
- Living Well Dying Well Program
  - Addressing isolation

Bayanihan Community
- Working towards housing opportunities
- Sponsoring a refugee family
- Dinner for homeless

Leadership Victoria
- Facilitates programs on cultural inclusion

Saanich Parks and Rec
- Swims for Muslim women
- Offering space for community groups

Question 3: What resources, tools, supports do you, your organization, or community need to become more diverse or inclusive?

Fairfield/Gonzales
Group Six:

**Question 3: What resources, tools, supports do you, your organization, or community need to become more diverse or inclusive?**

- Think outside of your geographical boundary
- Work within your neighbourhood
- Create community hub/bumping/mgmt spaces
- Prioritize community Space
  - Businesses to share space
- Be smart about using shared resources
- Community neighbourhood can put pressure on developers and business investors
- Need to work neighbourhood centres
- Make use of business boardrooms
- Need an asset inventory
  - Where are there free meeting spaces?
  - Where are there free yoga classes?
- Trade/Free/Barter
- Online Social Asset Mapping
- Skill sharing
  - Time bank idea
  - Online Platforms
- Better regional support and communication access
  - Municipalities
  - At the CRD level
- Regional networking
- Own the city/space you live in
- Don’t reinvent the wheel
- Use existing resources
- Don’t own the information
- BC211 Service Referral
- “We still have living rooms!”
  - Warm, inviting, cozy,
  - Easy for families
  - Create relationships

Group Seven:

**Question 1: Share one action or initiative you, your organization, or community have undertaken in the last 12 months to engage with diverse community members?**
- James Bay Project
  - Family events
- Vic Found Neighbourhood Small Grant
  - Powerful for neighbours
  - 4 goals, sharing skills and developing diversity
- Quadra, Oaklands, North Park
  - 2 applicants (eh hija fashion show, mosque and association)
  - Great collaborative
- 1st Methodist Church
  - Interested in reaching out
  - Building housing
- UVIC
  - Indigenous emergency fun - started up to $700
  - Trained staff with understanding and empathy
- Leadership
  - Working with our place to identify land for modular housing
  - Ensure diversity in involvement
  - Acknowledgment of each groups passion
- New Hope Society
  - Working in Haiti
  - Rural communities relief and which tech is usable
- Saanich
  - Youth arts Council (Indigenous mentor)
  - Opportunities for involvement
  - Creating spaces (family day)
- VICPD
- Pulling together Canoe Journey
- Youth Council
- Camps with many aims
  - Combating intolerance
  - Developing leadership
- Officers encouraged to be out at community social events and engage in diversity

**Question 2: What key action or initiative could you, your organization, or community undertake to increase diversity and inclusion?**

1) Have Jim come back to speak to everyone
2) Do activities with tenants above community options (fun, uses spaces in evening)
3) Space requirements for workshop, events of togetherness within community (VIPCS)

- Inquire and engage community to discover needs
- Create an inventory of space availability to be able to share space (eg Sands funeral home has a commercial kitchen)
- Much pressure placed on volunteers often
- Speakers list availability re: diversity of culture etc

How do we share the expertise of speakers and leaders with many organizations together, rather than burning out the “experts”?