



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

- More conversations about inclusions
- Advocacy for affordability
- More Students
 - Connecting intergenerationally, with adults who live alone
- Act as conveners
- TIME!
- A shift back from “me” to “we” citizenship
- Collaborations between organizations

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 fund - 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”?