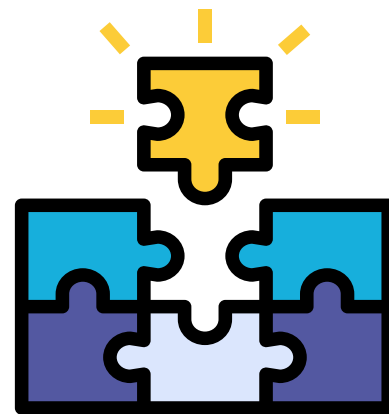


Supporting Inclusive Communities

MODULE 3B: “ALLYSHIP” AND TAKING ACTION: AT THE ORGANIZATIONAL LEVEL



In Module 3A, we talked a lot about personal reflection and individual actions to support justice in our community, but inclusion is also important to develop in organizational settings -- such as with your Community League. So, where to start with that? The City of Edmonton published "[The Art of Inclusion: Our Diversity & Inclusion Framework](#)" in December 2019, and there are many useful sections to consider. For example, internal, external, and organizational dimensions of diversity and inclusion (page 8), uniqueness and belonging (page 10), and why diversity and inclusion matters (pages 12-13) are all discussed. Please have a look through those pages and then consider the following questions as they relate to inclusion and your Community League:



- What benefits do/could diversity and inclusion bring to your Community League and neighbourhood organizing?
- What is your League already doing well in terms of being inclusive and developing a sense of belonging in your neighbourhood(s)?
- Where are your areas/opportunities for growth?
- How do/will you know if you are perceived as an inclusive organization?



MODULE 3B: RESOURCES

These are big questions! While we may want to dive right in and try to “fix” things that are of concern, it’s important to remember that your approach should expect and welcome a diversity of opinions, emotions, and convictions on any topic that you raise.

For complex conversations it is absolutely crucial to be very intentional with a plan and process -- and we can’t emphasize that enough! The Capital Region Interfaith Housing Initiative (CRIHI) has developed an excellent [Community Conversation Toolkit](#) that we recommend you consult prior to the planning and facilitation of such conversations. That may sound daunting and it probably is going to be difficult, but the end results could produce stronger relationships and a more vibrant community. BUT don’t rush the process and we encourage you to be generous with yourself and others by allowing for ample time to digest information and reflect.



All that being said, there may be less complex work that your Board can get started with right away -- such as having a look at your policies, programming, and what approaches your Community League takes to engage your neighbourhood(s). If you’re looking to invest in learning opportunities for you and the Board, you may wish to consider those on offer by these organizations (local and national):

- The John Humphrey Centre for Peace and Human Rights offers a whole suite of [training and workshops](#), including several specific to “Developing a Culture of Inclusion.” They also have a section dedicated to [resources](#).
- REACH Edmonton provides [training that is helpful for work with vulnerable and diverse populations](#). They also partner with other organizations and people who put on impactful training, such the [KAIROS Blanket Exercise](#), and the [Centre for Race and Culture](#), which runs workshops such as “Effective Intercultural Communication” and “Understanding and Addressing Unconscious Bias.”
- The Candian Centre for Diversity and Inclusion has developed [several documents and toolkits](#) to support employers in exploring how to create inclusive workplaces which Community Leagues may also find insightful.

There are definitely more resources out there, so we encourage you to explore! In the meantime and to further support your work, many of the modules that follow this one will aim to provide you with practical suggestions for you to consider. If you have any suggestions for topics that would be helpful to you, please let us know at leaguesupport@efcl.org, along with any questions or feedback that you may have.