



Diversity in Action



“Never doubt for a moment that a small group of dedicated citizens can change the world. Indeed, it’s the only thing that ever has”

Margaret Mead

Inclusive Communities

What do we mean by inclusive communities?

An inclusive community is one that welcomes everyone.

- ◆ it does not exclude certain people or groups of people from becoming members
- ◆ it makes sure that all members can participate and make decisions.

Will our co-op be inclusive if we accept applications from everyone?

Not necessarily. Your application process may still create barriers for certain groups. You can help people from diverse groups to apply if you:

- ◆ have an open membership process that treats everyone fairly
- ◆ use plain language
- ◆ get rid of financial barriers
- ◆ work with community agencies so that people with disabilities who need support can live independently in the co-op
- ◆ look at applicants’ ability to pay the housing charge rather than using a minimum income
- ◆ advertise as widely as possible.

How can our co-op help its members become part of the community?

Make sure there are no barriers to members becoming involved. Try these ideas or think of others:

- ◆ tell new members how the co-op works
- ◆ offer ongoing education or training
- ◆ have free babysitting for meetings
- ◆ have translation at meetings
- ◆ translate written material
- ◆ use plain language
- ◆ make special arrangements for deaf, hard of hearing or blind members
- ◆ plan social events so all members can attend and feel welcome
- ◆ do not hold meetings on major religious holidays
- ◆ make your meeting room accessible.

Inclusive communities make sure there are no barriers to new members moving in.

And once new members are living in the co-op, the community includes everyone in its activities and in making decisions.

PLEASE POST

All human beings are born free and equal in dignity and rights
Universal Declaration of Human Rights (1948)