



1. COLLABORATE: When making business/community/organization decisions invite and explore a diversity of perspectives (internal and external) by including diverse stakeholders.

Explanation of Issue: In order to develop marketing materials, community programs, nonprofit or business policies, and best practices, it is key to understand the group that you are representing or providing services for. Create a diverse group of stakeholders to ensure all perspectives are invited and considered ([DiversityQ, 2019](#)).

Practical Tools

- Assess the composition of project teams, the board of directors, and those in leadership roles to include diverse ages, genders, races, ethnicities and personalities to make sure the full diversity of perspectives and backgrounds are being represented in decision making.
- Give your team the tools to label their strengths, weaknesses, and communication styles. Encourage employees to share their style preferences with each other and provide opportunities to work alongside different personality types.
- Provide equal pay to ensure all people are brought to the table and can stay at the table.
- Design Community Surveys in such a way that all residents can respond (do online and in-person canvassing) and that questions are designed to allow for intersectional analysis.
 - See City of San Mateo Community Vulnerability Index - a method for tracking indicators of poverty
- Whenever possible, DEI experts should be hired to ensure municipal and regional planning processes adhere to best practices.
- Host regular town halls on DEI related topics.
- Watch the video, “Making More Inclusive Decisions” class by Hildy Gottlieb
- Watch the TED talk, “Making Communities More Inclusive Now” by Naaima Kahn

What Is Already Being Done in Our Community

- Horizons Specialized Services, a local nonprofit organization that works to enable and empower differently abled adults, has one of their clients serving on their Board of Directors.
- Integrated Community, a nonprofit that serves community by helping immigrants and non-native speakers feel more a part of the community, encourages their clients to not wait for someone else to speak on their behalf but encourages them to be a part of the process, make their voices heard and be sure their needs are included when decisions are made in the workplace and their communities.
- Language justice initiatives to provide translation services to those in need are also being implemented and can help ensure everyone is aware and involved regardless of language barriers.