



8. INCLUDE: Plan meetings and outings that are inclusive of different life stages and cultures, e.g. be mindful about childcare, social gatherings that don't include alcohol, etc.

Explanation of Issue: Design community events, city council meetings, fundraisers to be inclusive and welcoming to diverse audiences to encourage community-wide engagement and socialization.

Practical Tools

- Implement a bottom-up approach towards generating and implementing business ideas, similar to the Steamboat Ski Resort-Idea Factory concept, where employee input on how to improve the workplace for both staff and guests is highly encouraged and incentivized.
- Offer meetings and community events at easy-to-access locations and at a variety of times to allow for maximal participation. Be thoughtful about when alcohol is served and design family friendly events/meetings.
- Offer childcare at important community meetings.
- Offer a suggestion box that invites input about discussion times and provides an opportunity for open communication about frustrations or concerns.
- Utilize the Mark Friedman's [Results-Based Accountability](#)™ framework, a rigorous method to ensure DEI policies and practices are specific, measurable, achievable, realistic, and timely. Examples of RBA strategies include:
 - Begin by identifying a population (e.g. all children in a county).
 - Next, ask what quality of life or condition is desired for that population (e.g. entering school fully ready) - which is called a “result.”
 - Then, ask how will the extent to which that result is being achieved be gauged (e.g. a developmental assessment of kindergartners), which is called an “indicator.”
- Read: [“To Build an Inclusive Culture, Start with Inclusive Meetings”](#) by Kathryn Heath and Brenda F. Wensil

What Is Already Being Done in Our Community

- So-Boat is a forum for people who are sober, sober-curious, and in recovery to convene. So-Boat hosts events/meetups in a non-alcohol environment and encourages individuals to share their experience, hopes, fears, and successes.
- [Thrive Together](#) is a Steamboat Springs Chamber program that “promotes, inspires, and empowers women in all phases of life through personal and professional development. Thrive Together uses an inclusive definition of ‘woman,’ and invites and encourages all women and women-identified persons to participate in the event.”
- [Routt County Council on Aging](#) has partnered with NW Colorado Health to provide exercise classes, foot care and wellness clinics, and bingo and bridge games as “socialization and recreation are an important part of maintaining a healthy aging lifestyle.”

- NW Colorado Health Youth offers a [Youth Resiliency](#) program that “teaches coping skills related to life's challenges, and supports educators to do the same. In turn, this strengthens resiliency in youth and prevents negative lasting effects on their health and well-being. They provide outreach services, support groups and education to youth who are coping with adversities such as divorce, family addiction, violence, death, illness or relocation.”
- [Steamboat Free Summer Concert Series](#) provides free concerts that are open to anyone and located in an easy-to-access location.