



9. RESPECT: Respect and create “safe spaces” for people of color, LGBTQIA, (dis)abled and neurodiversity to be with others who share their identity and unique challenges.

Explanation of Issue: Openly inclusive schools, businesses, and social clubs foster increased security and morale of employees, students, customers, and members and contribute to a productive and vibrant culture. A key part of creating a safe space is to eliminate microaggressions or blatant hate.

Practical Tools

- Facilitate or encourage the creation of “safe spaces” such as gay-straight alliances, or a themed queer night or ski-day, prayer rooms, or quiet spaces. The creation of safe environments where people can pray, gather, socialize, and connect without worrying about blatant hate or even microaggressions promotes diversity.
- Create an anonymous “CARE” card system that allows employees/students to recognize things that co-workers are doing well or ask questions about things they don’t understand – this can contribute to a positive work environment and improve customer service.
- Offer prayer space for employees in places of business.
- Create internal policy and procedure to ensure that microaggressions, bias, or blatant hate have actionable consequences.

What Is Already Being Done in Our Community

- The Heart of Steamboat United Methodist Church created the [Being Human](#) series, which offers an in-depth exploration of issues and concepts that people of diverse backgrounds are experiencing. The series covers a wide array of topics including...
 - Gray Area Thinking with Ellie Krug
 - Differently Abled Community Members
 - Immigrant Community Members
 - Those Who Are Struggling Economically
 - Those Who Are Struggling with Addiction & Mental Health
- Steamboat Springs High School has a Gay-Straight Alliance, which is a safe space for anyone to gather and learn and discuss relevant issues.
- Integrated Community offers the [World Fiesta](#) each year, which is a celebration of Latin cultures from around the world. The event is open to the whole community but features Latin cuisine, music, dance, customs, and dress.
- Yampa Valley Autism offers Local Autism Support Group meetings in Routt and Moffat Counties. This helps spread information, provides Think Tank discussions, and gives a chance for families to meet and share experiences.
- Steamboat Reading hosts a Learning Differences Parent Resource Group where parents can connect with other parents and learn more about supporting their child.