

PERSPECTIVES ON ENGAGEMENT:

DIVERSITY & INCLUSION

A strong focus on diversity and inclusion is necessary for effective, person-centered projects

1 **PRIORITIZE DIVERSE REPRESENTATION**

Your team should accurately reflect the demographics of the communities your project aims to reach

Your team is accountable to the communities that are impacted by your project. Make sure all team members' opinions are integrated throughout the project.

Always engage in shared decision making, transparency, & accountability

While there are different roles throughout a project, it is imperative that the whole team has an equal voice, and that each role's expertise is represented in the project outcomes.

Prioritize underrepresented and underserved groups

By paying attention to historically underrepresented and underserved groups, your project can identify and prioritize the unique needs of that group to support equitable inclusion.

Try This

> **Emphasize the importance of both professional expertise and lived experience expertise when making decisions that impact your project.**

2 **CREATE A WIDE NETWORK**

Utilize your existing network

Consider the network you plan to use to create your project team – does it accurately reflect the community you are aiming to impact with your project?

Try This

> **If your current network is missing valuable insight from the communities that will be impacted by your project, identify and partner with members of that community.**

Update your network

It is important to maintain accountability to community partners through transparency and ongoing, consistent communication. Make sure that if you are asking for help and insight from community members that they feel fully informed.

Include community goals

Make sure to include any goals that the community may have for your project. The objectives of your project should be mutually beneficial for your community partners.