

Ten Steps YOU Can Take To Support Diversity in Your Community

1. Work to understand people of different cultures, races, and lifestyles. Discover and resolve the sources of your negative assumptions and fears.
2. Correct your own and others' insensitive behavior and language, such as jokes and stereotyping.
3. Welcome people who are different from you into your neighborhood.
4. Make every effort to ensure that decision-making and policy groups represent the diversity of people affected by the groups' decisions—all groups, not just government groups.
5. Make sure institutions, organizations, neighborhoods and the workplace sponsor events that represent the cultural richness and the history of Minnesota.
6. Support hiring practices that are free of bias. Weed out candidates who are biased in order to create an employee pool that reflects, at all levels, the diversity of the available workforce.
7. Provide human resource development programs that include diversity training for all members or employees; promote only unbiased people; offer equal advancement opportunities; and actively assist people in their commitment to success.
8. Use inclusivity as a factor in making decisions about the products you purchase, where you purchase them, and where you invest funds and choose to make contributions.
9. Offer services, programs, and products (e.g. educational or industrial) that reflect and are sensitive to the diversity of the customers and/or clients.
10. Make sure formal communications, such as news releases, reports, and advertising reflect the diversity of the community and do not include stereotyping, inaccurate generalizations, and slurs.