



Diversity Council's purpose is growing equitable communities rooted in compassion where all facets of human identity are understood and respected, and where every individual acts conscientiously and with courage.

Diversity Council began in 1989 as Building Equality Together when Rochester Public Schools recognized the need to combat racism and discrimination and worked with community leaders to form an independent nonprofit organization to meet this need. In the decades since, DC's impact has grown beyond school systems to benefit organizations and communities, and beyond the borders of Rochester and MN.

DC works across public, private, and nonprofit sectors, concentrating efforts in CIVIC EQUITY, HEALTH EQUITY, and EDUCATIONAL EQUITY. Our work includes:

- delivering professional assessment, training, consultation, and cultural activities;
- analyzing and addressing issues using traditional and nontraditional formats and methods; and
- brokering action by convening collaborative workgroups around community-identified needs.

All our work is grounded in research and theory as well as best current practices.

In all that we do we center the knowledge that prejudice and privilege are engrained in the systems and culture of our nation, and that the hard work of building equitable communities demands that we acknowledge and address deeply rooted causes of injustice. Therefore, Diversity Council's work is focused on affecting change at two levels:

1. impacting the structures and practices of agencies
2. influencing the awareness and actions of individuals

Our charter is to challenge policies and processes as well as hearts and minds.

Our goals are to:

1. Employ community-based development processes like co-design that change how and by whom public policies and programs are developed.
2. Extend operational support to coalitions that are a) eradicating health disparities; b) fostering civic inclusion; c) increasing accountability among systems and decision makers.
3. Foster and infuse BIPOC run and BIPOC serving entities that redistribute social and political capital by connecting people with Information, influence, and power.

Our Ends include:

Civic Equity is the realization of a society where all individuals receive equitable access to resources, protections, and opportunities for participation. Each person enjoys: (a) equal treatment under law, both through law enforcement and the judicial system; (b) equitable access to and representation in the political process; and (c) equal opportunity to engage in the design of and benefit from public policy.

Educational Equity exists when all individuals are fully prepared for the roles of their choice, regardless of personal or social circumstances. Educational Equity requires systems of support that result in full and equitable access to resources, information, and services that maximize individual potential.

Health Equity is the attainment of the highest level of wellbeing for all individuals, regardless of personal identity or social determinants of health. Health Equity requires social, economic, and environmental conditions that result in full access to opportunities that lead to health and wellness.

TRAINING AND CONSULTATION

EquityLogic™: Customized training and professional consultation that support deep personal growth and create inclusive environments. Encompassing every aspect of human identity and cultural expression, our work is tailored to client needs and goals and is both person-centered and professional. We provide a comprehensive array of services from assessment to advanced leadership development.

Individual and Organizational Assessments

Equity Audits and Equity Assessments: An Equity Audit makes use of qualitative and quantitative data to develop an understanding of the current nature of an ecosystem. By exploring community through multiple perspectives and data sources, auditors develop an overview of the potential for equitable outcomes and define specific spaces where the client may lead, support, coordinate, or communicate in its work.

An Equity Assessment employs the same principles within an organization or institution. The findings of the process support the development of an Equity Plan and Equity Training Matrix.

IDI®: Intercultural Development Inventory is an assessment of how people understand values, attitudes, beliefs, and how they respond to other cultures. The assessments include professional coaching for individuals and workgroups as well as coaching and resources for self-guided advancement.

EquityLogic™ for Human Systems: Developed and implemented for workgroups of all sizes by a professional team of diversity and inclusion practitioners who work with the client to move an organization toward identified equity goals.

EquityLogic™ for Learning Environments: We develop and deliver exemplary educational programs that cooperatively build inclusive school environments through student, educator, administrator, and family engagement. These training packages are designed to advance an educational institution's specific intercultural development and inclusion goals.

Co-Design: The use of co-design in public development projects embodies a fundamental shift in approach to and effectiveness of community engagement. Co-design replaces existing design processes, incorporating diverse perspectives and expertise based in lived experience and collective perception. Co-design is not transactional. It is not a series of focus groups or public meetings. It is the intentional integration of public wisdom and perspective from concept through completion. Diversity Council is deeply trusted in this space and utilizes innovative and effective techniques in designing and implementing an equitable community co-design process.

PROGRAMS AND ACTIVITIES

Fiscal Sponsorship: Diversity Council serves as fiscal sponsor and advisor to initiatives that fit with its purpose and meet state and federal standards. As such, we sponsor activities that are extensions of the work we do, and efforts we would undertake if we had the capacity. Some of these efforts are short term, some are working toward nonprofit status, some are sporadic, and others will remain long term.

Community Mobilization Resource Coalition (CMRC): Sponsored by Diversity Council, the Coalition is a vital part of fulfilling Diversity Council's goals of equitable access and community engagement. The CMRC serves as a platform striving for equitable access to community resources and civic involvement by expanding capacity for diverse populations, serving as a bridge to community integration, and developing public policy and social contract through diverse perspectives. The purpose of CMRC is to change power dynamics by amplifying voices and co-designing processes and systems where everyone contributes and benefits equitably. CMRC achieves this by rooting itself in co-design models and education within a variety of communities.

Diversity Council

HUMAN LIBRARY of Southeastern Minnesota: The Human Library™, an initiative developed by the World Culture Center in Denmark, allows people and organizations to check out human "books" for a unique learning experience. If you want to know what it's like to be, say, a refugee, a homeless person, a police officer, or a gay man, you check one out of the human library and they share their personal story and answer your questions.

Bystander to Upstander: Interactive scenario-based workshops that provide participants with tools and tactics to interrupt hate and bias in everyday encounters. Learners walk away with the skills and the confidence needed to apply these lessons immediately. This program is delivered on campuses, within organizations, and at the community level.

RACE: Are We So Different?: An exhibit developed by the Science Museum of Minnesota, RACE allows visitors a chance to explore how racial concepts and practices developed throughout history, and how they are interpreted in the United States today. The exhibit, an interactive experience for learning about how racial differences and commonalities have the ability to either unite or divide us.