

Work mat Summary from May 30, 2018 Social Inclusion Forum

From your experience and from what you heard today how can we work to enhance inclusion and create a social inclusion movement?

Work mat # 1

Quick and Easy

- Checklist/survey (could use Peel Diversity & Inclusion survey)
- Define social inclusion movement for people that are unfamiliar with this
- More discussion – identifying more barriers, trying to see the bigger picture
- Use a person's preferred pronoun –he/him, she/her, they/them
- Use inclusive language – partner, spouse
- Use preferred name – trans folk may not yet have been able to change their I.D.

Practical and Powerful

- Start Early – schools focus event
- Create a “safe” space for facilitated discussion of the truths
- Education
- Review of systems (inclusion/accessibility needs to be built in from the very beginning)
- UDL (Universal Design for Learning – Backwards Design)
- Needs leadership or a focus for people

Off the wall ideas

- Make all politicians and government staff take the power and privilege test (Harvard)
- Figure out how to get people to vote
- Minister of social inclusion (what country?)
- Groups who feel isolated, develop a conversation that resonates with decision makers.

Work Mat # 2

Quick and easy ideas

- On the street campaign
- Open doors WR.. agencies, groups do space exchange
- Get to know your neighbours
- Re: Social isolation – divert more attention and funding into 1:1 friendly visitor type programming; meet people where they are at.

- Better education among young people on the benefits of social inclusion and the risks associated with social isolation/loneliness.

Practical and Powerful

- Build neighbourhoods with meeting space/front porch/ close to the street
- Meaningful hiring
- Anti-oppression inclusion/audit of government agencies
- Install a sense of belonging/inclusion in our children
- Campaign like “say hi” to encourage people to connect with their neighbours
- Host events with an emphasis on community, not agencies. Host events outside work hours.
- Begin with our children. Educate parents by providing experiences of inclusion.
- Weekend market in each neighbourhood to bring people together.
- Mechanisms for gathering and celebrating our unique stories.
- Social inclusion challenge to local employers/businesses.

Off the wall ideas

- Artist connections – neighbourhood storytelling. App for walking through the city listening to resident stories.
- All public organizations commit to recording their diversity and report on that.
- “street party Sunday” designated date and community funds
- Social inclusion as a strategic priority.
- Replicate student ‘council for a day’ with groups that experience exclusion and isolation.
- Elected officials spend part of each week working with front line staff at social agencies.

Work Mat # 3

Quick and easy ideas

- Offer the “I value diversity, I am committed to inclusion” sticker through some means (mine is stuck to the wall in my former office).
- Ask for feedback to start dialogue.
- # difficult conversations.
- * Free entertainment – movies in the park.
- * Free activities (more)
- Best practices for creating safe spaces.

Practical and Powerful

- Living in peace/love campaign in KW
- Inclusionary zoning (re: affordable housing) as a joint services invitation + Cambridge.
- Training on the barriers
- Knowing database of trainers
- Does training work?
- Buddy benches in downtown.
- HR/Senior Management training on the biases/barriers and solutions
- *empathy education in schools – starting in JK. Include consent in this conversation. Asking how best to make walls into bridges with visible minorities.
- Emotional intelligence, empathy, etc. training in childhood.
- Addressing poverty and basic needs.
- Policy for % of all new housing being built to be affordable.
- Social inclusion planning table (e.g. need city planning involved re: spaces).
- Hire the diversity seen in community in the organizations. But how? I think research shows this works.

Off the wall ideas

- Do presentation
- Community hub with services that bring socio-economic gaps together. (Restorative justice, counselling, safe consumption site, pay it forward café, empathy education, group none).
- *mindfulness training (empathy) building the skill for empathy.
- #bewell

Work Mat # 4

Quick and easy ideas

- Solution to “reaching down” when intends to “reaching out”: person who is helping / “reaching out” needs to be transparent and vulnerable: show that they are not perfect either, there are things that they need help with too like any other human creating empathy.
- Meet your neighbour night.
- Speak up when you witness acts of injustice (e.g. a racist comment on facebook). Use your privilege as a catalyst for change. Don’t be passive. How do we empower people to do this?
- Be willing to step up.

- Top 10 ways to be reflective about individual “my own” implicit bias. – Twitter/Social Media Campaign.
- Campaign (Green, Red, Blue) what do you see? The word/colour? Which did you associate with first?

Practical and powerful

- Listen
- Recognize the breadth of the issues.
- Don’t tell me what I need, don’t tell me what I need; Ask me what I want and need.
- Ensure leadership reflects our diversity.
- Use multiple forms of media to share what is happening in community.
- Create a program for people to sign up to be a friend with people who are “different” than them – to eat together or do recreational activities together to get to know each other. Find commonalities.
- Connect at risk people – e.g. youth/elderly.

Off the wall ideas

- Use a “design approach” to the challenge statements to create prototype of inclusive physical space, community events.

Work Mat # 5

Quick and easy ideas

- Teach children respectful social media behaviours.
- More social engagement groups.
- More open social spaces provided for free.
- More opportunities to create space.
- Open schools to the community after hours.
- Support a stronger sense of community in neighbourhoods (porch parties)
- Reduce reliance on social media.
- Address your own unconscious bias.
- Address inclusion.
- Encourage an open conversation (even within your own family).

Practical and powerful

- More regulations on lack of inclusion.
- More education (ongoing) *
- More funding for inclusion (sustainable)
- Better regulation and laws around monitoring social media.
- Create more affordable housing for new neighbourhood design (expand socio-economic diversity).
- Provide education opportunities that address historic barriers and showcase the value of all people.
- Address balance between free speech and inclusion.
- Unpacking the idea of privilege – this needs to be a focus, lets talk about this and have an open discussion.

Off the wall ideas

- Support individuals in choosing who they want to be instead of labelling them – create opportunities for meaningful respect for all identities.
- Address dominance – take action to address actions against dominance.
- More examples of government leaders acting as agents for social change.

Work Mat # 6

Quick and easy ideas

- Educate ourselves about diversity through books and other media.
- Listen.Listen.Listen to other people's stories.
- Stories, Stories, Stories. Use social media to spread the message. Video media.
- Never presume, always ask – kindness and sincerity make the difference.
- Understand rather than awareness – seek to understand will help with respecting diversity.
- Training on unconscious bias and privilege.
- Look at strengths and build on effort to educate rather than criticize.
- Celebrations supported and promoted by media and government.
- Have all service providers commit to ongoing enhancement of their staff capacity to apply anti-racist, anti-oppressive and culturally safe to their services, particularly with regard to anti-indigenous racism which is inherent in our society due to our colonial roots.
- Advocacy from teaching history.
- Education/Awareness campaigns – showing the human behind the issue/'ism.

Practical and Powerful

- Hiring more diverse people to work in places.
- Direct service
- Enhance diversity at workplace to represent under-represented groups.
- Start with self.
- Define what a representative committee would be. Demographics for WR.
- Create mandatory targets for inclusion and rate committed groups, etc.
- Make free space available for socializing (especially in winter when parks are not an option).
- Enable (provide resources and supports) to service providers and community groups to access education in anti-racism, anti-oppression, and cultural safety and understanding privilege.
- Create a coalition with different community groups to advocate for social inclusion.
- Outreach to the isolated groups we want them to be included in the social movement.
- Inclusion committee (systems, advocacy with grassroots, government support)
- Reward agencies who assess their organizations for inclusion and then act to improve the situation.

Off the wall ideas

- Campaign linking social inclusion to financial success.
- Decolonize systems like government.

Work Mat #7

Quick and easy ideas

- Yoga
- Strong leadership team
- More grass roots initiatives (community garden, concerts, art shows, socials)
- Maps/planning
- Support circle
- Potluck (neighbourhood)
- Community events with good food

Practical and powerful

- Free childcare.
- Creating room for more recreation for trans adults who are isolated.
- Free education.
- Supports for families of LGBTQ2 & youth (more community connection, less isolation).
- More access to trans health care – local and well timed- reduces suicidality.
- Neighbourhood audits.
- Reforming public education systems and inclusion relevant voices (i.e. marginalized).
- Creating roles for service users (peer supports/jobs)
- More fun public spaces.
- Accreditation.
- Gender neutral washrooms in public spaces.

Off the wall ideas

- Free transportation for people under the poverty line.
- Decentralized recycling stations.
- Transportation ambassadors.
- Education shift to inclusion.
- Animals as supports (reduce isolation and loneliness)
- More washrooms
- Public water fountains
- Businesses must hire minority groups.
- Less food waste, more sharing.
- Reforming environmental responses (especially from big institutions).
- Tech companies to get involved in community building.
- Paid internships for non-students.
- Less food waste, more sharing.

Work Mat # 8

Quick and Easy Ideas

- Media campaign, marketing “make it cool to be inclusive”.
- Host an open doors event for the community to encourage understanding to all marginalized groups.
- Speed dating for connections to expand social networks.
- Inclusion training in workplaces, neighbourhood associations, community events.

Practical and powerful

- Isolation phone line.
- Provide opportunities for excluded groups to go out and connect .
- Resources to excluded groups.
- A walk for inclusion.
- Provide inclusion education to children in school.
- When decisions are being made, having representatives from all parties part of the process.
- Training and implementation of asset based community development in neighbourhoods.
- Need employers (especially corporations) involved.

Off the wall ideas

- Inclusion connectors in each neighbourhood and school.
- Create a “no one eats alone” idea at social events. Have volunteers to help.
- Global symbol.
- More accessibility/variety in hiring approaches and practices.
- Employment – legislate employers to hire difference.
- Provide bus passes or a car service to people who need transportation to be included.
- Build a MeToo type of movement region-wide
- Make inclusion a provincial and federal priority.

Work Mat # 9

Quick and Easy Ideas

- Use restorative justice models more often.
- We all have a stake in the issues – ourselves, our friends, families, groups, etc.
- Don't be shy – just say "hi"
- Neighbourhood community dinners – pot lucks
- Use Kitchener neighbourhoods funding
- Promote people from margins in various ways – and bring in leaders from people's organization.

Practical and powerful

- Use Iftars and other occasions to bring people together in churches/mosques.
- Can faith communities use facilities for the neighbourhood?
- How can faith communities be innovative and eliminate stigma?
- Can we model interfaith events?
- How do we use the Golden Rule posters and education?
- Spread the word...

Off the wall ideas

- What are the incentives for sharing and being neighbours? Publicise.
- Use more facilities and community centres.
- Why are we risk adverse?
- Is social media increasing isolation and real relationships? Can we work in research?
- Start meetings with silence – relating to each person's culture or faith – so that all consider others.

Work Mat # 10

Quick and Easy

- Make eye contact and smile
- Smile
- Youth hubs! Youth need a safe space to connect.
- Say Hi!
- Make our community accessible for all.
- Support what's being done rather than looking for new projects.
- Creating spaces/environments that are welcoming

- Move beyond the services – move into communities.

Practical and Powerful

- Make our community accessible for ALL
- Extensive transportation system ACROSS THE REGION!
- Basic income for everyone.
- Active offer – invite people to request what they need to be included.
- Include stakeholders in decision making and implementation of policies and procedures.
- Campaigns to raise awareness and inform people how they can be an ally.
- Empower!

Off the wall ideas

- Make our community accessible for all
- Stakeholders determine policy
- Diverse, distributed leadership

Work Mat # 11

Quick and easy ideas

- Stop requiring people to assign gender to other people.
- Invite your neighbour over for a coffee/tea, or lunch/dinner.
- Show up, make connections with, talk to, spend time with... those who are from communities different than yours.
- Vote. Participate in democracy. Be vigilant!

Practical and Powerful

- Long term funding for indigenous workers in social services.
- Free transportation for all low income.
- Include LGBT history in general education.
- Indigenous liaisons in organization.
- Enhance Inclusion – free community space. Free access to city/regional fields, exchange programs.
- Creating commonness to goals.
- Actively seek out members of marginalized communities to participate in leadership.

Off the wall ideas

- Creating a culture of volunteerism – not a requirement but a desire.

Work Mat # 12

Quick and Easy

- Around food – cook off, create a cook book, “food” social experience.
- Doors Open – have open house for people, multi cultural food event.
- Increase visibility of communities (symbolism, art)
- Increase awareness of social inclusion movement (media, education).
- Inclusion oriented youth action/leadership
- Leadership and voices for inclusion
- Education – dialogues, invite people from community.

Practical and Powerful

- Actively seek out those multiple groups that need to be at the table and listen to them.
- Powerful de platforming policies – no hate allowed in venues.
- Campaign – what actions to report hate.
- Mentorship program that allows individuals the opportunity to lead.
- Accessibility – both physical barriers and language barriers.
- System – hire staff that are reflective of the diverse community.
- Privilege/ Awareness training for staff/community
- Community mediation dialogue
- Empower women and youth
- Require builders to fund affordable housing
- Building policy – multi use buildings (subsidized, market rate and luxury).

Off the wall ideas

- Wellness visits – “check in” to identify needs (e.g. pet therapy, meals, resources).
- Be the second person to join – be brave, video – how to start a movement.

Question: What are the barriers or things that get in the way of inclusion that you want to add from the panel conversation?

Work Mat # 1 – Barriers to inclusion

- Cost – even free programs/events are difficult for people living in poverty to access (transportation, food, etc.)
- Accessibility – cost, transportation, time.
- Costs/fees.
- Transportation not available across the Region.
- People thinking in silos.
- Inability to see something from another's perspective.
- People not being willing to challenge themselves/ their privilege (be open to the biases that they hold).
- Communication in way that works for group (i.e. don't communicate online as only source).
- Low Literacy.
- Education – talked to a person who didn't know what truth and reconciliation was – made me sad.
- Lack of education regarding others issues.
- Attitudinal barriers – space is accessible but people with a disability are not always welcome and included.
- Lack of knowledge and understanding.
- Bigotry
- Systems/rules which exclude.
- Stats – that there is "enough" of a type of person to do a specific intervention when planning.
- We impose our perspectives/structures on others
- People not voting in all types of elections
- People in power (including those working in government organizations) thinking they know what equity/inclusion is but not really knowing.
- Preconceived notions/ideas
- Ingrained heterosexism as evidenced by exclusion of gay rights movement from list of social inclusion movements.
- Accessibility of places and knowledge of staff around what that means –“do you have an accessible washroom?

Work Mat # 2 – Barriers to inclusion

- Definitions of inclusion/community developed by leadership which is not always diverse.
- Addressing systems at all levels (individual, institutional, systematic, “isms”)
- Understanding of what is meant by “inclusion” i.e. in what context? For whom?
- The ways in which our neighbourhoods are structured which create isolation.
- Inclusion efforts largely service oriented (or those that feature here) need to get beyond that to people –based movement.
- People who are socially isolated may not be comfortable or able to even leave their home; must meet them where they're at to offer support/engage with.
- Attitudinal barriers.
- Community leaders (traditional) not here. This is an everyone issue. They need to hear.
- Social inclusion is not a work place priority.
- Lack of human interest, empathy, listening and respect.
- Assumptions that community centres are for those who don't have more privileged access to services.
- Fear of those who are different from me/or any group.
- Variety of understandings re: appropriate ways to greet one another.
- Conversations are often in/developed through a ‘professional’ lens, rather than a ‘citizen’ lens.

Work Mat # 3 – Barriers to inclusion

- Silent bystander
- Lack of community spaces
- Doing nothing and not taking action
- Places to gather for people living homeless (not getting kicked out)
- How do we develop healthy conversations?
- Accepted in group despite judgement
- Feeling overwhelmed and not sure where to start – on personal or professional level re social inclusion.
- Lack of understanding of people who don't identify commonality with
- Lack of empathy education – when we have empathy we can truly see others as human.
- Lack of spaces where disagreements can be a positive experience.
- Fear and insecurity – this is a general problem in society that makes social inclusion more difficult.
- Accepted in group despite judgement

Work Mat # 4 – Barriers to Inclusion

- Knowing and feeling confident in how to engage in discussions about truth.
- Knowing what is going on in the community.
- Implicit bias, unconscious attitudes and how the brain works (the amygdala response)
- Judgement
- Money
- Attitudes create barriers. We can change attitudes through education.
- *create opportunities for developing cultural awareness.
- Physical barriers – access to transportation, access to technology, lack of affordable/stable housing
- How do we identify shut-ins?
- The way the neighbourhood/housing is set up – everyone feels that need to own their own property, set up fences between houses, etc.
- Neighbourhoods are often segregated by class and sometimes ethnic or religious groups (limited diversity creates division).

Work Mat # 5 – Barriers to Inclusion

- Power structure – systemic barriers – who is in power? Need more laws and regulation around hate crimes and lack of inclusion?
- Our society is very complex, which makes true inclusion difficult.
- By labelling groups together, we aren't paying attention to differences (e.g. immigrants as a single group).
- How do we define inclusion? Does everyone want to be included in the current system? We need to start with education about issues related to diversity and racism (children, adults and service providers).

Work Mat # 6 – Barriers to Inclusion

- Colonial worldview, beliefs and attitudes e.g. western ways are superior to Indigenous ways of knowing, professionalism, values of objectivity.
- Technology as a barrier to knowing people e.g. email as opposed to in-person meetings.
- Time crunch – takes time to include people and be part of community (some people working long hours, 2-3 jobs, and have no time)
- Poverty
- Transportation

- Human nature – like to stick with familiar
- Fear (not being accepted/included and of not doing things right criticized).
- Complicated
- Unwillingness to make changes that are easy to make
- Physical barriers
- Gender exclusive washrooms
- We inherit systems./structures that need to change
- Comfort – privilege
- Lack of education/awareness
- Lack of representation in decision making (not reflective of community)
- Ignorance is a bad word – Uninformed.
- Unfair treatment or disliked behaviour some people see when they go for service
- Language barrier to communicate

Work Mat # 7 – Barriers to Inclusion

- Physically accessible spaces
- Language barriers
- City design not enough – accessible spaces
- Recognition of mental health
- Transportation
- Overwhelmed by data
- Over extending resources (staff/volunteers/money)
- Longevity of supports and initiatives
- PACE – opportunity to plug in/plug
- Inclusion in side of desk
- Poverty (massive barrier)
- Easier access to basic living needs (Housing/food/ODSP/OW)
- Financial barriers (inaccessible opportunities)
- Not enough money
- Financial barriers
- Lack of grassroots support (e.g. finances, space)
- People seeing is as not their issue
- Lack of venues for voices to be heard
- Apathy from people who hold power
- Be more people oriented
- Alienation from the political systems
- Negative attitudes from people who look “different”

- People only focused on their tribe.
- Lack of diversity in decision making bodies.
- Individualistic society bars us from experiencing community.
- Social isolation

Work Mat #8 – Barriers to Inclusion

- Tokenism
- Different sectors working silos
- Silos – need to work together, get out of the silos
- Homogenous settings, e.g. retirement and long term care residences, group homes, mental health residences.
- Money – individually and as a system
- Busy, stressful lives
- People are afraid of change
- Excluded people not being involved in decision making tables
- Community's lack of understanding of marginalized groups
- Data on who is included and who is not.
- Attitudes – negative reactions to differences
- Stigma – mental health and addiction
- Social and individual attitudes that make some people feel unwelcomed
- Past experience
- Individuals try to be included in community and are rejected. They don't return or keep trying to be included.
- Language
- Communication – everyone communicates differently
- Access to transportation (\$ + snowy sidewalks in winter)
- Transportation (roundabouts hard for people walking)
- Lack of education and experience
- Resources – applying for jobs is primarily based online with surveys and questionnaires
- Family – what they want may not be the same as individuals
- Lack of support network/isolation
- Attitudes (societal and personal)
- Self esteem, self worth, confidence

Work Mat # 9 – Barriers to Inclusion

- Punitive or no conflict resolution processes at barriers, issues among people, etc. – can we see deeper reasons or problems.
- Zero sum game – comparison of peoples issues – need to see issues, people's important concerns, not always victimization
- Lack of acceptance for people as they are
- Consumer and silo lifestyles – lack of neighbourhood interaction
- Media needs to focus on positive issues and helping us learn to know the cultures and peoples. Media unhelpful now.
- Lots of shaming going on in our community.
- Political correctness is barrier – need to go deeper
- Hate group do exist
- Anti religious(?) bias
- Sharing as a motivator doesn't work.
- In house training and education.
- Political correctness portrayed as change.

Work Mat #10 – Barriers to Inclusion

- Many stakeholders/players (silos)
- Complex issues (multiple)
- Exploring answers to “who is including who”
- Income level - low income
- Panelists represent groups doing the work. Organizations like the Region and cities are doing what?
- Social agencies don't understand privilege i.e. that it's based in history – colonization and continues to inform government policy.
- Funding goes to groups that work within status quo.
- Misinformation = lack of knowledge/awareness of the issues
- Lack of knowledge about community resources
- Fear
- Fear – unsafe/welcoming places
- Lack of accessibility
- Health status – deteriorating health and mobility issues
- Geographic location – remote or rural community
- Transportation – unreliable or minimal access, poor public transportation

Work Mat # 11 – Barriers to Inclusion

- Ageism
- Language use
- Not recognizing differences as a strength everyone has a contribution
- Barriers – mandatory politeness (Sir or Ma'am)
- Lack of representations in boards of directors
- Those with power don't recognize their responsibilities
- Lack of knowledge about one another's cultures
- Lack of opportunities for "different" communities to come together
- Multi-year funding
- Education
- Geographical access to community centres
- Implicit bias
- Language, finance, resources,
- Racism
- Class/neighbourhoods design

Work Mat # 12 – Barriers to Inclusion

- Lack of appropriate education of various cultures in schools
- Fear: often stemming from a lack of education/understanding
- Lack of representation in committees/decision making groups
- Avoiding difficult conversation about historical exclusions
- How we consult for participation
- Media/social lifestyle
- Not acknowledging own bias/privilege
- Tribalism – get comfortable with our group and difficult to get people out.
- Privilege – blind to systematic oppression.
- Not naming/highlighting issues of exclusion
- Lack of family/friend support
- Substance use
- Mental health
- Homelessness (and hostile design)
- Physical barriers
- Poverty
- Unemployment
- Different languages
- Literacy
- Disconnect of services

- How we historically built – fragmentation

Question – How do we support and encourage inclusive participation in Wellbeing Waterloo Region?

Work Mat # 1 – how to support participation in WWR

- How do we make sure that we are avoiding tokenism?
- How do we sell WBWR – what is in it for the person to be involved?
- Relate opportunities to local communities/neighbourhoods
- Leadership structure of Wellbeing WR – who is at the table? Could it be more inclusive?
- Use clear language guidelines for documents
- Illustrate how it can make a difference
- Highlight the health aspects of social inclusion

Work Mat #2 – how to support participation in WWR

- Meet outside normal work hours to allow more people to participate.
- Multiple entry points and different ways of engaging
- Offer stipends to people who need them
- Outreach
- Identify community champions
- Whenever we meet, always ask “who is not here?”
- Join and support what’s already happening
- What are the inclusion practices (not program)

Work Mat # 3 - how to support participation in WWR

- Make the anyone/everyone seats an option
- Make the needs of the committee clear to the c-suite contacts from representative organizations and lets get you want you need)
- It is an election year (municipal) 1. Host an all candidates meeting on the topic 2. Make sure each candidate – declaration
- Take good care of yourself and each other so that you can continue to nurture this work and be well.
- Parenting – class opportunities to tach community empathy, start in the households.
- Food and drinks – need entertainment.
- Keep doing lots of outreach as you’ve been doing!

Work Mat # 4 – how to support participation in WWR

- Anti – bias training – apply equity lens to all aspects of WWR – governance, meetings, communications.
- Entertaining, informative, advertisements/videos
- Share what is going on with WWR in many forms of media.
- How do we bridge the rural/urban divide in Waterloo Region? Invite members from the more rural townships to participate in discussions about wellbeing and belonging.
- Ensure all are at the table.
- Reach out to rural communities. Ongoing engagement with diverse communities. A part of the regular business of WWR.
- Walk the talk.
- Hold meetings at different times of day.
- Live stream/webinar meetings
- Have a leadership committee who isn't mainly agencies/organizations
- Participate
- Clarify who the meetings are intended for

Work Mat # 5 – how to support participation in WWR

- Work with out organizations to reach out and make linkages
- Send personal invitations to your networks
- Bring people who aren't acting inclusively to come alongside for the conversation
- Address assumptions
- Reach out to the “community” beyond those involved in social organizations or government.
- Support interpretation for those who speak English as a second language/have language barriers.
- Use word of mouth
- Facilitate the leaders – the leadership is key but we don't want to leave people out.
- Gove staff the tools to participate
- Include cultural change.

Work Mat # 6 – how to support participation in WWR

- Intentional representation (all voices at the table in the conversation)
- Identifying present players – finding who is missing/not present

- Everyone outreach to those who could be in the empathy seats (not just Lorie and Cheryl)
- Variety of methods to give voice to those not represented

Work Mat # 7 – how to support participation in WWR

- Engage youth in planning, implementing community events
- Provide funding for small groups
- Create diversity in leadership
- Encourage awareness of colonial history and present harms
- Become active in social work schools
- Ensure true safety of numbers
- More ongoing discussion groups
- Hold powerful organizations accountable
- Small business building and support
- Business take on inclusion campaign
- Campaign on giving back

Work Mat # 8 – how to support participation in WWR

- Intensity outreach to all groups not just people working already in the sector
- Meetings on weekdays, working hour's time do not work for everyone.
- Those already involved will invite people they know or go to places that are excluded to invite others to come out.
- Invite Wellbeing WR to places you are involved with, eg neighbourhood associations, workplaces.
- Invitations that could be handed out to clients/consumers, etc.
- Talk about it in your own circles and suggest googling it.
- Need to build trust that something will actually happen as a result of their participation.
- Create a “no one stands alone” volunteer group to be at community groups.
- Pay people to take time from work (for those who are not paid to attend meetings)
- Social Media #
- Involve the school boards
- Reach out to school boards, local businesses, etc.
- Facilitate community events that are focused on inclusion.
- Interview community leaders
- Are the right people at the table?

Work Mat # 9 – how to support participation in WWR

- All committees and groups at “inclusive system” be reflective of WR (50% men and women, % of cultures, % of marginalized groups)
- This occasion had only 10-12 men. Had only 6-8 people of colour, and 3-4 people with an obvious disability. So how does this represent WR?
- Need more buy in from the various groups.

Work Mat # 10 – how to support participation in WWR

- Perception of others
- Rely on existing groups/organizations
- Be clear on how people can be involved
- Community leaders to champion WWR
- Need to get people invested – understand the benefit of involvement
- Through the three pillars
- Move beyond social services – move into communities
- Hold meetings at different times – in different locations
- Have events/sessions on evenings and weekends
- Promote neighbourhood events and picnics
- Go to people where they are
- Have to go into communities – centres, streets, parks.

Work Mat #11 – how to support participation in WWR

- Leadership must be representative
- Bring diverse points of view together
- Acknowledge that people who do not have work flexibility may not be able to participate. How accessible are these meetings. The people who are here are mostly representing their work.
- More events city wide like the multicultural festival

Work Mat # 12 – how to support participation in WWR

- Diversity audit with equity initiatives
- Take one big idea and promote that first (e.g. eliminate chronic homelessness and show it is possible to achieve change).
- Recognize our own social vacuum/bubble
- Working to make events accessible to people of various backgrounds (e.g. not everyone can take time off work, many people do not hear about important events if not in the circle)
- Integrated drug strategy – good example of sharing stories through social media.
- Share critical human stories – stories should not be about blaming the individual, but they should provide opportunities to talk about systemic barriers and social context.