

# COMMUNITY INCLUSION

## WHAT IS COMMUNITY INCLUSION?

Community inclusion is about bringing people together, learning from each other, and enriching our communities through our collective differences. We accomplish this by identifying and creating opportunities to bring more awareness and engagement across cultural divides throughout rural Nebraska.



## SUPPORT AND TRAINING FOR RURAL COMMUNITIES

### COMMUNITY AND ORGANIZATIONAL WORKSHOPS

We provide a variety of engaging workshops for communities and organizations seeking to embrace a culture of welcoming and inclusion. This is accomplished through strategies such as: confronting and identifying our own implicit biases and how they impact our decision making, engaging with people across differences, civil discourse, and how to deepen and enrich communication skills. We also provide these same trainings in a train-the-trainer format.



#### Confronting bias

- Learning to identify our own implicit biases.
- How our biases affect our decision making.
- Identifying bias on the structural level.



#### Deepening the conversation

- Using the Civity Method, we explore engaging in deeper conversation across difference with empathy, respect, and civility.
- Transitioning from an “us and them” mindset to an inclusive “us” mindset.
  - » When people have the sense that we are in this together—when they feel confident reaching out to and connecting with others—differences become springboards rather than barriers.



#### Train the trainer

- Want to bring a community inclusion training to your workplace, group, or community? We will provide you with the materials, information, technical assistance, and process for delivering these eye-opening workshops on your own.
- We encourage communities to find collaborative partners to provide additional opportunities, events, and workshops.





## INTERCULTURAL DEVELOPMENT INVENTORY (IDI)

The IDI is a personal development tool focused on increasing the intercultural competency of participants through a series of activities of self-reflection and intentional growth. By developing their intercultural competency, participants will be able to more effectively communicate, cooperate, and engage with individuals and cultures different from their own experiences. This tool is personalized and flexible to accommodate learning styles, experiences, and differing world views on an individual basis. The IDI is also dynamic enough to be applied to entire groups, measuring and analyzing how a group functions in regard to difference and illustrating strengths as well as potential blind spots relating to navigating cultural differences.



## LEADERSHIP DEVELOPMENT AND PROGRAMMING

We offer foundational curriculum for existing leadership programs for both adults and youth who strive to develop their cultural knowledge and more inclusive leaders. We work with communities to design and meet community-specific needs.

## EMERGENCY RESPONSE TRAINING

Emergencies and crises can happen in rural communities. Is your community prepared to respond? We provide training that prepares communities for responding to emergencies that leave an imprint of fear and uncertainty, such as raids, hate crimes, or replacing rumors by tactics that help communicate facts.



## OUR PARTNERS

Partners we collaborate with to provide additional opportunities, events, and workshops include:

- › Centro Hispano
- › Grand Island Multicultural Coalition
- › Heartland Workers Center
- › Immigrant Legal Center
- › Nebraska Appleseed

## LEARN MORE

More resources and information can be found at [cfra.org/inclusion](http://cfra.org/inclusion) or by contacting our Farm and Community director:

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