DISPARITIES, GAPS, & INEQUITIES: THE ROLE OF RACE IN SHAPING RURAL COMMUNITIES
What do we really know about rural communities?
The Role of Race
How are things usually done?

- Systems
- Policies
- Processes
- Practices
- Assumptions
Diversity

The presence of differences.
Culture

(Organizational/Community)

Assumptions, beliefs, norms, and values that inform expectations, attitudes, and behaviors.
Inclusion

Embrace, Consider, Encourage, Welcome, Value.
The Difference between Illusion and Inclusion

Diversity → Culture

Illusion ↔ Inclusion
Do we need this fence?
Questions to explore the viability of policies/practices.

- What is the intent of this policy/practice?
- What is the impact of this policy/practice?
- What assumptions are we making through this policy/practice?
- How does this policy/practice advance our work?
- How does this policy/practice impede our work?
- Who benefits from this policy/practice?
- Who suffers from this policy/practice?
Talking about race related challenges

- Frame the challenge.
- Who’s the audience?
- Who’s the messenger?
- What’s the intent? (Unintended Consequences?)
  - Awareness
  - Understanding
  - Agreement
  - Action
  - Other: _____________
- What’s next?
Stakeholder Engagement
Crossing the Stakeholder R.I.V.E.R.

- Role(s)
- Interests
- Values
- Expectations
- Responsibilities
Thank You.

@charlesweathers
@weathersgroup

www.weathersgroup.com

803.400.1991 (Ph) * info@weathersgroup.com