



KJR Consulting

LEARNING & DEVELOPMENT CATALYSTS

**Town of Manchester
Community Engagement Project**

Community Meeting



March 2019

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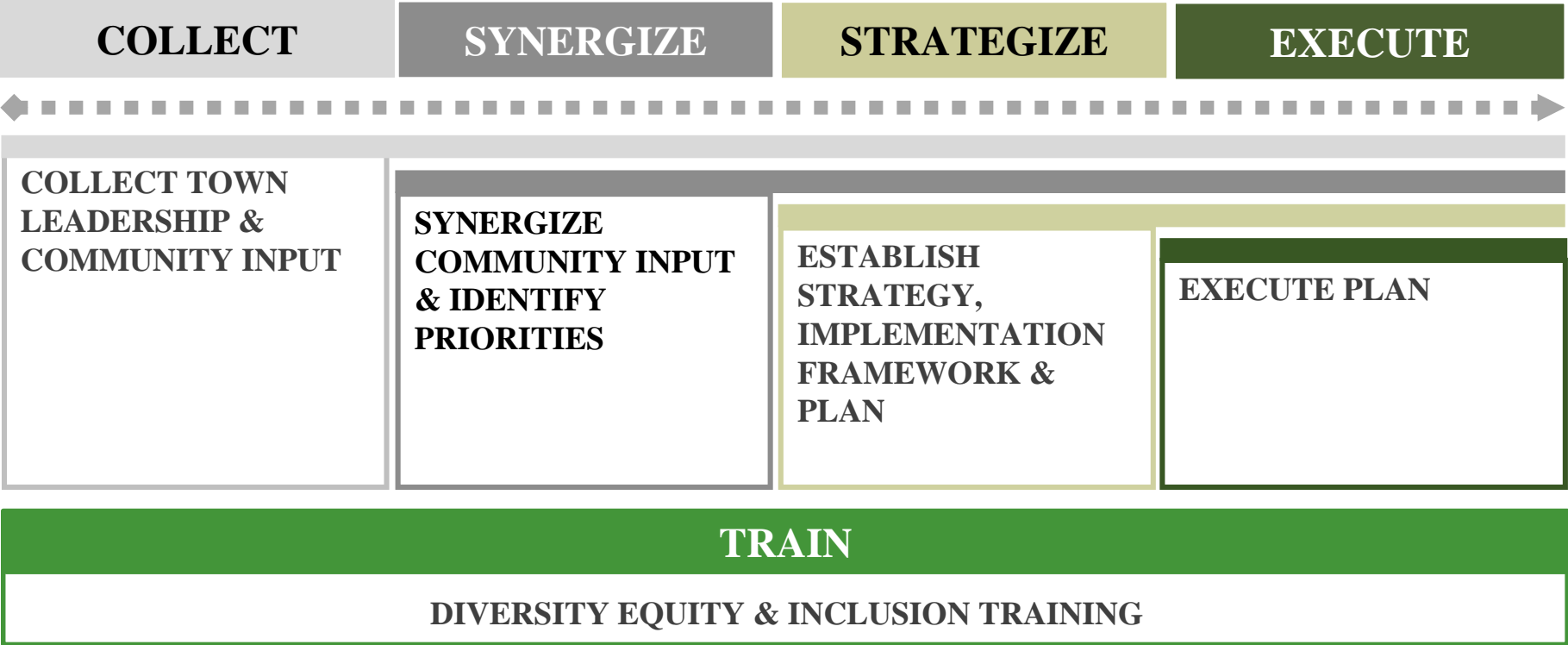
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Project Overview

Project Overview

**Develop a strategy and plan for
increasing inclusion &
community engagement
in the Town of Manchester.**

Project Overview



Diversity, Equity, &
Inclusion (DEI)
Training

DEI Training Workshop Series

1

Equity 101

2

Everyday Anti-Racism

3

How to Have Conversations about Race, Bias, & Equity

Diversity, Equity, & Inclusion Workshops
A Three-part Community Workshop Series

1	2	3
Equity 101 Gain a comprehensive introduction to diversity, equity and inclusion work (DEI). Build a foundation for ongoing learning related to diversity and social justice. Recognize where you are in your personal journey toward cultural competence and how you can move forward to be a part of the larger systemic work that is happening across our community. Mon. 3/25 - 5:30 - 8:30 PM Wed. 3/27 - 1:00 PM - 4:00 PM Sat. 4/5 - 8:30 AM - 12:30 PM	Everyday Anti-Racism Advancing racial equity increases the prosperity, health, and safety of the entire community. In order to transform our community, we need to be able to lead with an anti-racist / racial equity lens. Learn how to apply anti-racist strategies to advance equity in practical and tangible ways. Explore a framework for racial justice efforts that move beyond merely valuing racial diversity to creating racial equity. Sat. 4/6 - 8:30 AM - 12:30 PM Tue. 4/9 - 1:00 PM - 4:00 PM Wed. 4/10 - 5:30 - 8:30 PM Thu. 4/11 - 9:00 AM - 12:00 PM	How to Have Conversations about Race, Bias, & Equity Humanize conversations on many levels: spoken language, non-verbal body language, style, and generality. Our complex cultural identities and different past experiences increases the probability of cross-cultural misunderstandings. Explore how cultural values, power, privilege, and differences affect the way we communicate, tools for questioning assumptions, and ways to improve cross-cultural conversations. Tue. 5/14 - 5:30 PM - 8:30 PM Wed. 5/15 - 9:00 AM - 12:00 PM Tue. 6/4 - 1:00 PM - 4:00 PM Sat. 6/8 - 8:30 AM - 12:30 PM

Workshops will be held at Work Space, Manchester High School, and the Eastside Neighborhood Resource Center

REGISTER EARLY!
Space is limited.

Register online at <http://tinyurl.com/TQM-DEI-Training>

Register via phone at (860) 647-3089

MANCHESTER
PWR TO LEAD

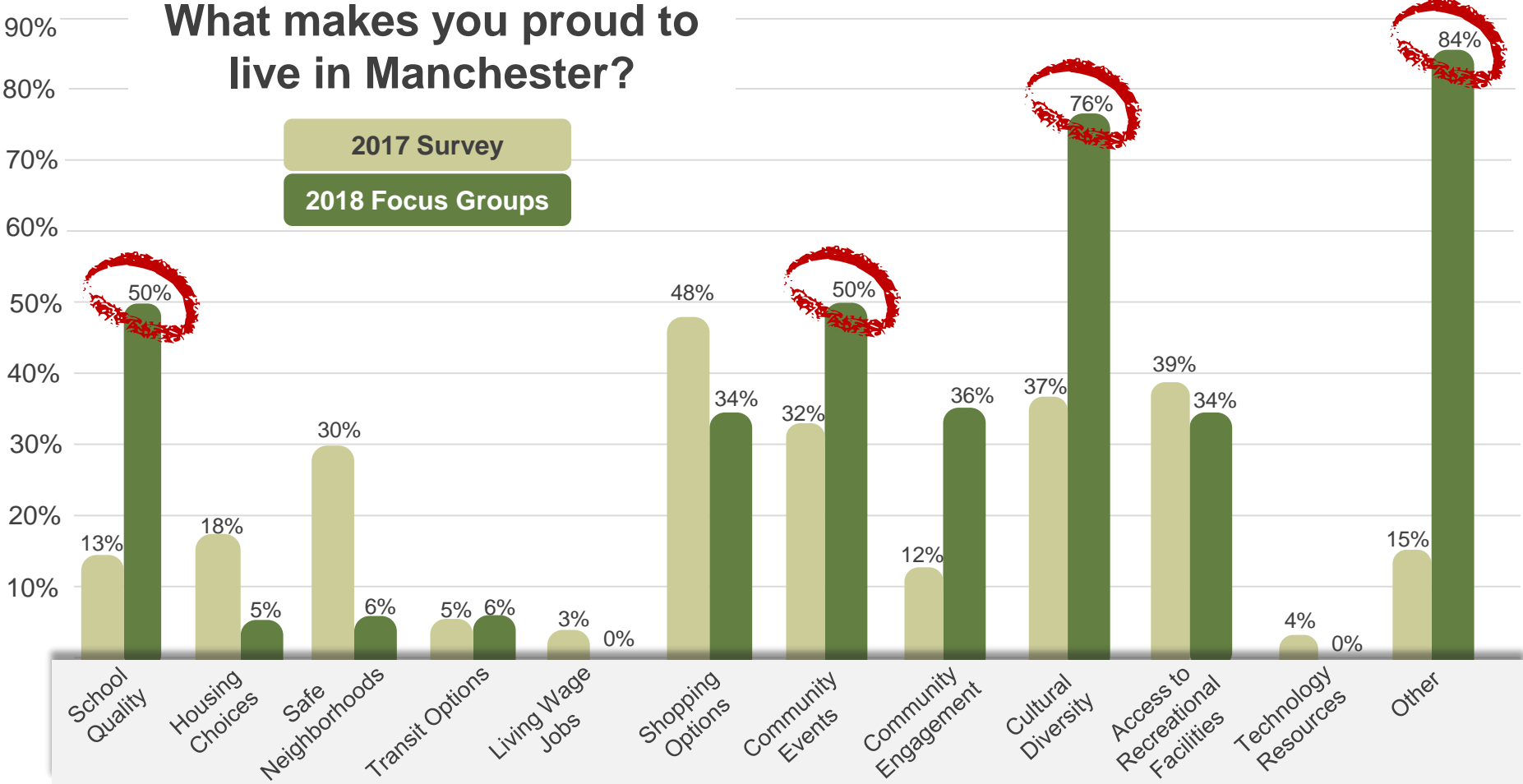


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Community Perspectives & Suggestions

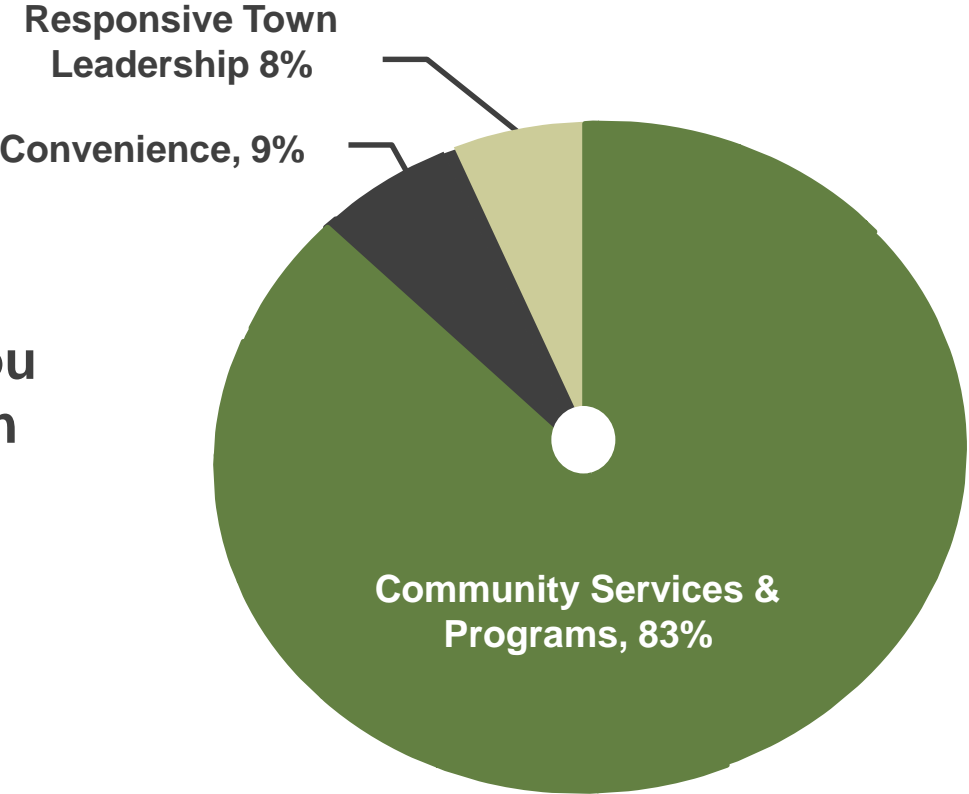
Positive Community Perceptions

What makes you proud to live in Manchester?



Positive Community Perceptions – Other

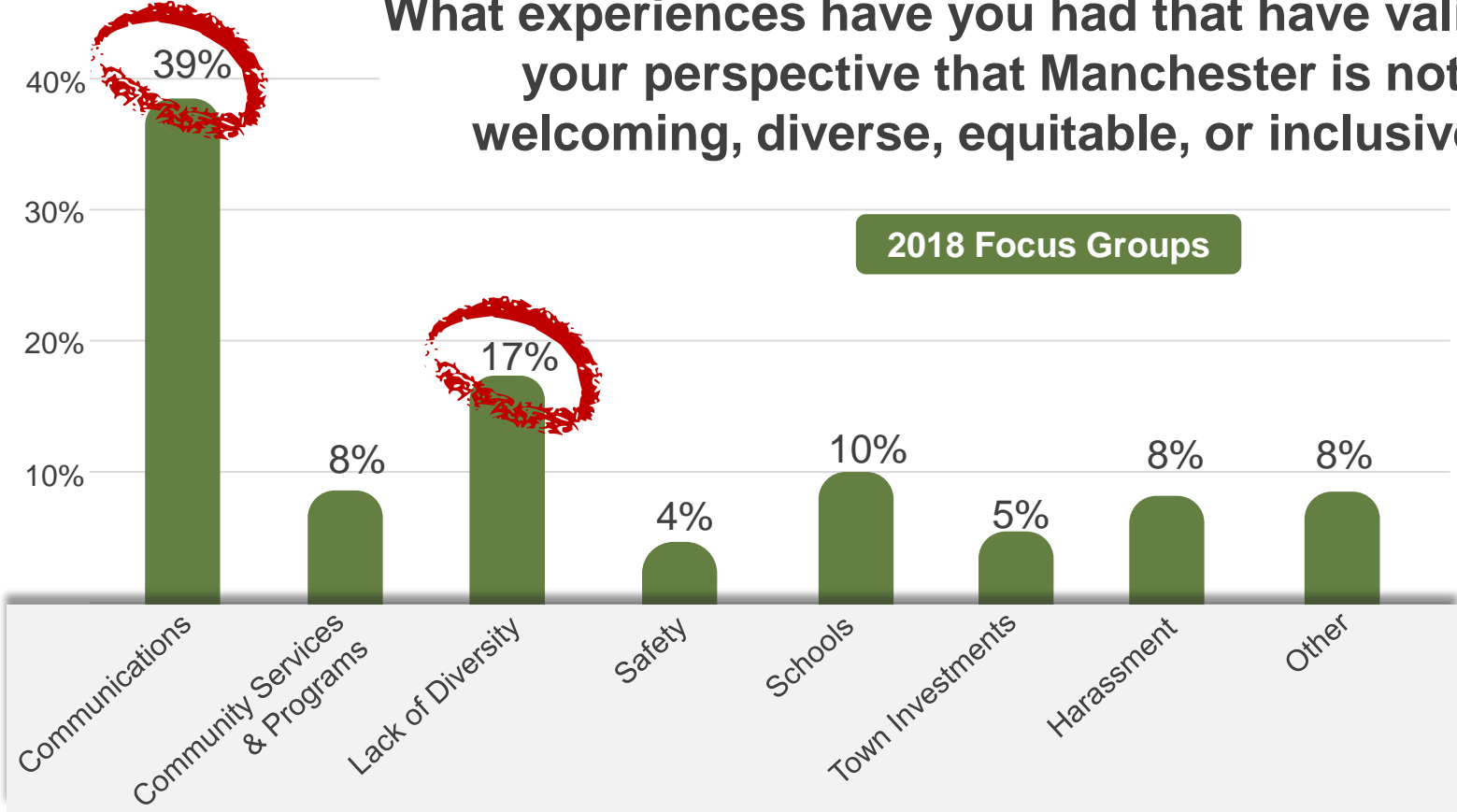
What makes you proud to live in Manchester?



2018 Focus Group Responses Only

Negative Community Perceptions

What experiences have you had that have validated your perspective that Manchester is not welcoming, diverse, equitable, or inclusive?



Negative Community Perceptions

Communication

Conversations:
Community & Town
Leadership

Community Services &
Programs

School

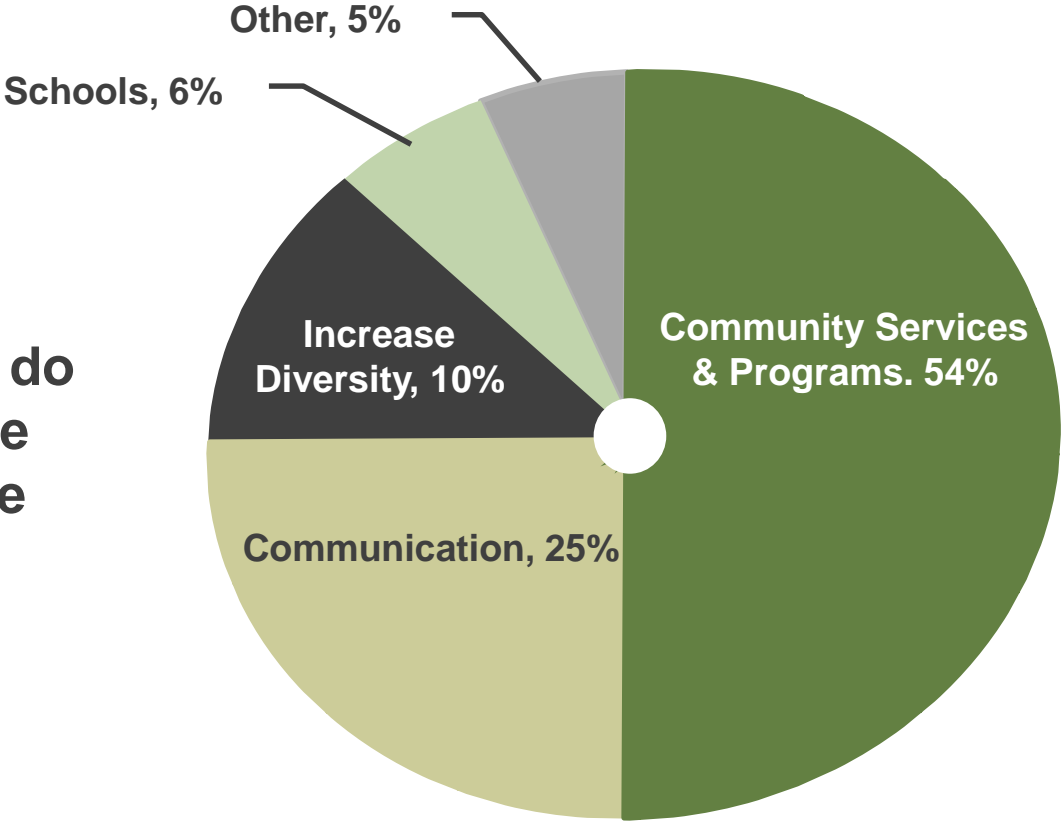
Lack of Diversity

Community Engagement

Town Government

Community Suggestions

What suggestions do you have to make Manchester more welcoming?



2018 Focus Group Responses Only

Community Suggestions

Services & Programs

Conversations about DEI

Multi-Cultural Events

Community & Parenting
Support Networks

Youth Programming &
Access to Programs

Communication

Communication
Campaign

Town Leadership
Communication

Town Website

Town Social Media
Management

Increase Diversity

Town Recruitment
Practices

Community Engagement
Practices

Strategic Priorities



Strategic Priorities

Strategic
Priority

#1

Create a forum for DEI conversations throughout the community

- Unite & empower a team of community leaders charged with creating a forum for DEI conversations throughout the community.
- Create an inventory of DEI programming throughout the community. Foster connections and collaboration among the groups undertaking this work.
- Establish on-going race-equity development programming throughout the community to raise internal awareness of systemic race and equity issues.
- Establish a community communication strategy and narrative designed to change the perception of race relations in Manchester.

Strategic Priorities

Strategic
Priority

#2

Create best practices for disseminating information to the community-at-large

- Create an inventory of methods utilized to distribute information across the community, audiences reached, and perceived effectiveness. Use this knowledge to recommend best practices for communicating with community organizations and all resident populations.
- Assess where information about community events and programs is housed. Use this knowledge to make recommendations for how to best aggregate and disseminate information to the community-at-large.

Equity & Inclusion Collaborative



Equity & Inclusion Committee Overview



Create a plan designed to achieve the strategic priorities:

- Forum for DEI conversations throughout the community
- Best practices for disseminating information to the community-at-large



Active participation in planning meetings. Communicate openly and demonstrate consideration and respect for the ideas and views of others.



March through June 2019

Get Involved!

Sign-up tonight or email us at:
Heidi@kjrconsulting.com



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Collaborative Aspiration





- Acknowledge the past
- Shift mindset
- Foster inclusion
- Increase community engagement



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