

Visualizing Greater Inclusiveness

This worksheet was created by The Denver Foundation's Inclusiveness Project (www.nonprofitinclusiveness.org) to support organizations doing inclusiveness work.

Users are encouraged to customize the worksheet to meet the needs of their respective organizations.

The purpose of these tasks is for you to begin thinking about creating greater inclusiveness in order to “Make the Case” for inclusiveness for your organization. The purpose is not to get you to decide definitively what you will or will not do differently. That will happen after you complete your information gathering and begin analyzing the data about your organization.

For now, visualize briefly what might be different if your organization were to become more inclusive. Record your impressions below.

Instructions

- Discuss how inclusiveness will help advance the **mission** of your organization.

- Discuss how you currently engage with the people you serve in your **programs** and in your **fundraising, marketing, and communications**.

- Consider how your **mission statement** might change, if at all, to reflect a greater commitment to inclusiveness.

- In broad terms, think about how your **programs** and the people who benefit from your programs might change as a result of your organization becoming more inclusive.

- Consider how your **fundraising, marketing, and communications** might be different as a result of your organization becoming more inclusive.

- Think how the **diversity** of the organization might be different if it were more inclusive. How would the composition of the board, the staff, the volunteers, and donors change?

- Think about your **operations**. What would be different (e.g., personnel policies, recruitment strategies, etc.) as a result of your organization becoming more inclusive?

- Begin to imagine a shift in the organizational **culture** that results from a greater commitment to inclusiveness. How would your organization's internal culture be different?

Name of Organization _____

Date Worksheet Completed _____