

Diversity Survey Conversation Report

I. Given what was just heard, what are the 2-3 most important issues or concerns when it comes to our community?

Group 1:

1. Lack of knowledge and acceptance
2. Fear of unknown/Travel- Resistance to exposure
3. Learned behavior..... households.....

Group 2:

1. Awareness
2. Need more support for POC
3. Space where POC can go

Group 3:

1. Adequate amount of diversity
2. People think Alex is diverse
3. Alex citizens are not welcoming. Desire to learn more.

Group 4:

1. Those who returned the survey were interested in diversity & older time vs. Younger.
2. High number of people that said there was diversity when there isn't.
3. ATCC Law Enforcement, women, different cultures- not so diverse. High Income- don't reflect the Alex community.
4. Surprised at what they said diversity was. Religion oriented. Diverse in what they were used to, "Christian diversity.

Individuals:

- 1) If people from different country move to Alexandria, a large portion of population said the group ignored them.
2) A portion of the population feel there is enough diversity and they don't want to expand and learn more.
3) There is very little diversity I feel in Alexandria.
- 1) Lack of knowledge & acceptance.
2) Lack of comfort & other ethnicities.
3) People are not sure of other people's ideas/beliefs. Politicized. Social Media affects news. Resistance.
- 1) Using inclusive language
2) Slow changes
3) Be not afraid
- 1) Lack of diversity and acceptance to diversity
2) That people think Alexandria is diverse.
- 1) People are less educated on understanding diversity.
2) People are not open to diversity
- 1) People think Alex is diverse
2) 60% think residents avoid foreigners

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- 3) 2% accepting of different ethnicity
- 1) When recruiting a college student of color, difficult when they do not see diversity.
- 2) Students of color & LGBT tell us that they get followed when in stores.
- 3) Future workforce- we need immigrants.
- 1) Understanding of Diversity
- 2) Not enough diversity
- 3) Education
- 1) Exposure/education More information on how to approach/ include new people
- 2) Educate on value of diversity
- 3) Diversity & inclusion buzz words to religious community.

II. What kind of community do you want?

Group 1:

- Racially diverse vs. political diversity
- Access to information of diverse perspectives

Group 2:

- Diverse
- Access to basic needs
- Safe Community

Group 3:

1. Adequate amount of diversity
2. People think Alex is diverse
3. Alex citizens are not welcoming. Desire to learn more.

Group 4:

- A community with diversity.
- Have experienced some connections with diverse people in door knocking.
- Food of other cultures is missed.
- The cultural events that are available through these groups.

Individuals:

- Communities where race does not matter. It's how you treat others is what matters. An open community where neighbors come together through parties, volunteering, except everyone no matter race, religion, sex etc.
- Kind & gentle community. Fair community. Everyone raised up
- Approachable people working towards a higher comfort level with diversity.
- A more open-minded community, along with more opportunities to grow in understanding diversity.
- A more accepting and educated community for everyone of all ethnicities.
- A loving community
- One where differences do not matter
- Respect for all – welcoming community
- Ethnic/Foreign- Music/plays/events. Ethnic food – restaurants/ food fairs/ Students invited & Thanksgiving and Xmas. Mentorship/ lunch buddy programs to bring together old and young and, “have” & “have nots”
- Because it is important in every community
- Accepting on inside, not just surface level. Education – more accepting

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1. Why is it important?

Group 1:

- A diversity of restaurants
- What church you go to?

Group 2:

- We miss out
- Our 18-24 population is not growing back up until 2025. Altruistic expectations for older adults are great but is not enough for the community members. Diverse in Religion?! But not diverse in ethnicity and we miss out.

Group 3:

- Things we miss out on

Group 4:

- It is critical to have more black people in Alex.

Individuals:

- Because if we don't have an accepting community, how are we a community? A community is where people come together.
- For equality
- People want to be here in harmony
- Help us grow in acceptance
- Help in growing the community and adding comfort for everyone.
- Love fixes tensions! Empathy absorbs tension!
- Employees need workers, more culturally engaged people are more open minded
- Richer, deeper, more interesting meaningful life.
- Accepting community
- I feel after witnessing the presentation that there is not enough acceptance.
- Churches exclude- should be accepting.

2. How is this different from the way things are now?

Group 1: -Cultural Fair- research other cultures in school

Group 2: The baby boomers are growing therefore it will happen and it will organically grow. There needs to be flow and aware communities.

Group 3: Not as welcoming as we should be.

Individuals:

- I do not see much races besides white & African Americans and based on these findings there is a lot of people who are not up for accepting people of different races.
- SILOS
- We went from a black president to a divisive, judgmental red haired one.
- Alexandria is very sheltered and could grow in their openness towards new ideas.
- Don't feel the understanding that could be
- Have negative -internal in some form, Silence, walk away

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III. When you think about what we've talked about, what are the kinds of things that could be done that would make a difference?

Group 1:

- Walking along side others.
- More diverse hiring practices
- Student spotlight videos/ Employee spotlight videos
- Cooking events- International house of pancakes
- Find places to get to learn about people. Senior Care Facilities.
- World religion course @ AAHS

Group 2:

- The process of diversification needs to be organic.
- More interaction around children.
- Employees seeking and going to other job fairs.
- Intercultural- has been Student Union.

Group 3:

- Education, more programs, employ minorities, celebrating the diversity. Food from different ethnicities.

Group 4:

- Community & college student to attend cultural food.
- Cultural discussion with the event of people from other countries. Hispanic dairy workers through food events included in community. ESL community events.
- Different religious connections- Like habitat for humanity
- Fashion show of other cultural clothing.
- Music show of other cultures.

Individuals:

- Hold presentations of people with different races and their personal experience. Also, cultural food, listen to music, learn different languages, customs etc. from all over the world (Germany, Mexico, India, Australia, Native American etc.) Just making communities look and seem more open to different cultures like adding restaurants with Mexican food.
- Cooking events with shared recipes. Always invite marginalized people to the group. (Welcome wagon)
- Diversity of income acceptance
- Talking about these topics in schools. Young kids can spend the word in their homes and this may allow their parents to truly listen.
- Educate more
- Education of the people would make a difference.
- Cultural fairs- fun
- Start educating young- use youth to educate

1. What do you think these things might accomplish?

Group 3: Bring everyone together, open doors

Individuals:

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- It will invite more people with different backgrounds making the community more open because the more they learn the more misconceptions can be erased. Making communities more open.
- Other ethnicities don't feel judged- "fit in"
- In school programs
- Understanding
- It will make understanding community
- Individuals – listen more carefully/patient neighbors not accepting -Pull neighbors.

2. What are the kinds of things individuals can do to make a difference?

Group 3: Welcome people, educating yourself

Individuals:

- Do little things. Invite anybody, everybody to bible study, to workout, to eat, see a movie, open the doors. Expose yourself to different lenses.
- Stop pre-conceived ideas
- Effort in understanding and self-education
- Listen, Be teachable
- Reach out to people in your community
- Change community norms

3. What's important for us to keep in mind when we think about moving ahead?

Group 3: Some can be educated, assume the best

Individuals:

- That people come from all different backgrounds and it is important for everyone to learn of different cultures (White, Mexicans, Blacks, etc.)
- Be intentional. Be considerate of diverse populations. It is not a sprint, a marathon
- Looking at the bigger picture.
- Some people can change
- Have an open mind
- Prioritize

IV. Now that we have talked about the inclusion Network Diversity Study results, what questions do you have?

Group 3: What is the history behind not welcoming new members? Why don't we have work industries to support more people?

Individuals:

- How long did it take to get this data?
- How can I participate?

1. What would help you make better sense of what's going on and what needs to be done?

Group 3: Follow up survey in the next 5 years

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Individuals:

- Nothing. I have a good sense and what needs to be done.
- Just stay informed to Inclusion network and their events.
- Some education videos, or maybe more in-depth questions

2. What kind of follow up would you like out of this discussion?

Group 3:

- Events aimed at college students
- Having the minorities present/be part of inclusion Diversity Network

Group 4:

- Start an activity, such as suggested in earlier discussion. Community Education to set up events related to diversity. Invite ATCC students to come to events.

Individuals:

- To see what school kids, think about diversity in Alex. I think it is important to educate the youth, everyone never include them.
- Community conversations
- May be focus more on the younger generation results.