



Statement of Inclusion

Blandin Foundation actively seeks diversity and strives to create an inclusive organizational culture. All employees are expected to incorporate a range of perspectives, opinions and experiences into their work, both internally and externally. Cultural competence is a key skill that we value and seek in all employees.

To further support a culture of inclusion, the following Blueprint for Inclusion is a guide and glossary.

Blueprint for Inclusion

Difference... *At the core of it all*

Dissimilar characteristics that may impact a relationship—“Differences that make a differences”.

- These characteristics may include, but are not limited to: age, race, personality, sexual orientation, roles, socio-economic level, religion, politics, etc. The same skills are applicable in working across many areas of difference.

Diversity... *The What*

The “mix” of differences. The data describing difference.

- Diversity is about reality. Diversity is the current mix of differences in our community, organization and world. Diversity can be represented by charts, graphs and statistics. It is indisputable.

Relevance... *The Why*

Recognizing the reasons why working more effectively across differences is important organizationally and individually.

- Relevance is the motivation to work more effectively across differences. It is why working across difference matters to you and the organization. You can't fake relevance. If you don't have it, your first challenge is to find it.

Competence-Confidence... *The How*

Competence: The skills that support confidence.

Confidence: A willingness to take risks.

- Competence and confidence work hand in hand to improve interactions across difference. A big part of building both competence and confidence is a willingness to check out the assumptions and bias we bring to a situation. Having support as you build those skills is necessary. As skills improve, you gain more confidence to take more risks.

Inclusion...*The Result*

Making the mix work. Intentionally finding ways to use diverse backgrounds, experiences, skills and perspectives of others for the benefit of the whole.

- Inclusion capitalizes on the range of differences in the community or workplace.
There are two distinct levels of inclusion:
 1. Seeking the perspectives from other than our usual sources
 2. A willingness to change how we work together.