

INCLUSIVITY CHECKLIST*

Use this tool to measure how prepared your coalition is for multicultural work and identify areas for improvement. Check the box next to each statement that applies to your coalition. If you cannot check a box, this may indicate an area for change.

- ✓ The leadership of our coalition is multiracial and multicultural.
- ✓ We work hard to recruit members who represent the diversity of our community.
- ✓ We make special efforts to cultivate new leaders, particularly people of color.
- ✓ Our mission, operations and products reflect the contributions of diverse cultural and social groups.
- ✓ Members of diverse cultural and social groups are full participants in all aspects of our coalition's work.
- ✓ Meetings are not dominated by speakers from any one group.
- ✓ All segments of our community are represented in decision-making.
- ✓ We are sensitive and aware of different religious and cultural holidays, customs, and food preferences.
- ✓ We communicate clearly and people of different cultures feel comfortable sharing their opinions and participating in meetings.
- ✓ We prohibit the use of ethnic, racial and sexual stereotypes and prejudicial comments, slurs or jokes.

* Adapted from Rosenthal, B. (1995). Multicultural issues in coalitions. p. 69. In G. Kaye and T. Wolff (Eds). *From the Ground Up: A Workbook on Coalition Building and Community Development*. Amherst, MA: AHEC/Community Partners.