

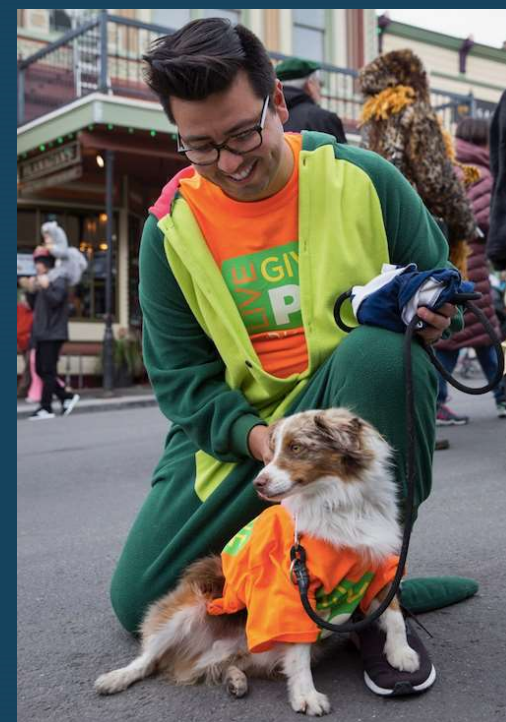
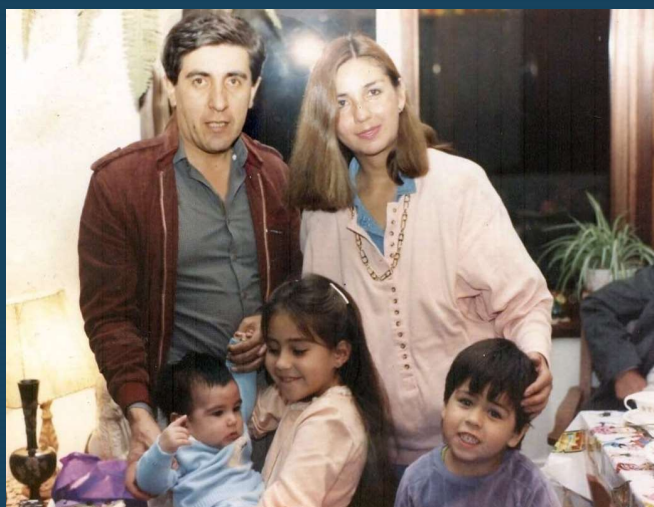
Diversity, Equity & Inclusion in Our Communities

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Diego Zegarra

VP of Equity and Impact
diego@parkcitycf.org





Park City Community Foundation plays a vital role in solving Park City's **greatest challenges**. We bring together local nonprofits, caring donors, and community leaders to contribute **financial** resources and **innovative** ideas to benefit all the people of Park City—**now and in the future**.

What are we talking about today?

- DEI Definitions & Tools
- Collaboration with Park City Municipal
- Successes & Challenges



Tool 1: Agreements

- Stay Engaged
- Be Willing to do Things Differently & Experience Discomfort
- Speak Your Truth Responsibly
- Listen to Understand
- Expect and Accept Non-closure
- Confidentiality

Diversity

The full range of difference, visible and non-visible, that make each individual unique



Inclusion

An environment in which any individual can feel welcomed, respected, and valued to fully participate



In other words...

Diversity = Who is around us?

Inclusion = Who has a voice?
Who participates in making
decisions?

Equity & Equality



Equity & Equality

- Equality focuses on inputs, equity values outcomes
- Equity Acknowledges everyone starts from a different place
- Equity requires a deep understanding of the issues and it focuses on closing disparities

Case Study

When discussing an initiative that focuses on women's health, who might we want in the room helping make decisions?



Collaboration with Park City Municipal

- March 2018
- Year-long community engagement
- What came next?



Implementation of Plan

- Cohort
- Early Childhood
- YIMBY?



Useful tips

- Agendas
- Budgets
- Organizational Culture



Tool 2: Equity Filter

Set Outcomes	What outcomes do we hope to create? What assumptions and biases are we bringing to the issue?
Engage Multiple Perspectives	How are we engaging multiple perspectives? How are we engaging key stakeholders impacted by this program/decision?
Attend to Unintended Outcomes	What are potential unintended outcomes? How will we address impacts or unintended outcomes?
Communicate	How will we communicate about this program/decision? How do we ensure inclusive, culturally sensitive, and responsible communications?
Evaluate - Raise Awareness	How will we evaluate the program/decision and who will we share with? How will we use the data to raise awareness and increase competence?

Q & A

Thank You!

