



Steps to Supporting Inclusive Environments ¹

It is important for all staff to work towards an inclusive environment. The chart below outlines steps providers, including staff and partners can take, to achieve an inclusive environment.

To start, all roles, or adults active in the support of youth gaining employability skills and work experience, should attend diversity and inclusion training sessions to understand the importance of creating inclusive environments including the workplace, inclusive facilitation techniques and strategies, cultural competence and awareness of diversity issues.

Role	Steps To Take
Providers	<ol style="list-style-type: none"> 1. Review and revise program policies and practices to ensure they are inclusive and equitable for all participants. 2. Foster open communication and actively listen to the needs and concerns of participants from diverse backgrounds. 3. Implement strategies to recruit and retain a diverse staff and volunteer team, reflecting the communities served. 4. Include at least one person with knowledge of youth with disabilities on the program team. 5. Offer culturally relevant programming and activities that celebrate diversity and promote understanding among participants.
Program staff	<ol style="list-style-type: none"> 1. Act as role models by demonstrating inclusive behavior and language in interactions with participants and colleagues. 2. Provide individualized support and accommodations for youth with diverse needs, ensuring equal access to opportunities. 3. Advocate for inclusivity and diversity within the organization, actively challenging discrimination, and bias. 4. Collaborate with community partners and stakeholders to create inclusive programming and support networks.
Activity Facilitators	<ol style="list-style-type: none"> 1. Create a welcoming and inclusive atmosphere during activities, ensuring all participants feel valued and respected. 2. Adapt activities to accommodate diverse needs and abilities, promoting equal participation for all. 3. Encourage collaboration and teamwork among participants from different backgrounds, fostering understanding and empathy. 4. Provide opportunities for reflection and discussion to promote awareness of diversity and inclusivity.
Employers	<ol style="list-style-type: none"> 1. Review and update policies and practices to ensure they promote diversity, equity, and inclusion in the workplace. 2. Provide opportunities for diverse hiring and advancement, ensuring fair treatment and equal access to opportunities. 3. Foster an inclusive culture by promoting respect, empathy, and open communication among employees. 4. Partner with community organizations to support workforce development initiatives that prioritize inclusivity.



Engaging Stakeholders and Partners

When engaging school-day professionals in your C2L - PHL program, encourage them to;

- Support C2L-PHL programming by sharing strategies providers and staff can use to accommodate diverse learning needs and ensure all youth have equal access to C2L resources.
- Collaborate with colleagues, parents, community partners, and C2L providers to address equity issues and support youth from special populations.

When engaging other partners in your C2L - PHL program, encourage them to;

- Educate themselves on issues of diversity, equity, and inclusion through reading resources provided on the Online Resource Hub, attending workshops or discussions.
- Support and encourage youth to embrace diversity and celebrate their unique identities.
- Share upcoming community events and initiatives that promote inclusivity and diversity.
- Serve as allies and mentors to youth, offering them support and guidance.

Deepen Your Understanding

Use the following questions to deepen your understanding and form actionable insights.

1. How do these steps resonate with your personal values and beliefs about inclusivity?
2. What challenges or barriers do you anticipate in implementing these steps within your program?
3. Consider the potential impact of implementing these steps. What positive changes or outcomes do you envision for your program, youth, partners, or community?