

The Denver Foundation's Inclusiveness Project
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The mission of the Inclusiveness Project (IP) is to engage with Metro Denver nonprofits, to become more inclusive of people of color. Since its launch in 2001, the IP has conducted qualitative and quantitative research about inclusiveness in nonprofits, made presentations on the best practices and barriers to, provided grant support to nonprofits working on inclusiveness, and developed numerous resource tools including *Inclusiveness at Work*. While The Denver Foundation values all forms of inclusiveness, the primary focus of these materials is to help nonprofit organizations learn how to become more inclusive of people of color. The Special Populations and Issues Committee believes the application of the Inclusiveness Project will apply to library staff, trustees, and library diversity planning.

[Inclusiveness at Work: How to Build Inclusive Nonprofit Organizations](#) details an Inclusiveness Initiative, a six-step process divided into 18 modules with customizable worksheets including (1) creating an inclusiveness committee; (2) engaging in training; (3) defining inclusiveness and creating the case for inclusiveness for the organization; (4) completing and analyzing information gathered; (5) completing an inclusiveness blueprint; and (6) blueprint implementation.

Resources available to Colorado libraries include:

- The Foundation's [Online Consultant/Technical Assistance Database](#) and personalized advice on hiring an inclusiveness consultant
- [Access](#) to the online research reports *Inside Inclusiveness* and *Report from the Pipeline*, and the workbook *Inclusiveness at Work: How to Build Inclusive Nonprofit Organizations*.

Resources available to metro-area libraries include:

- Presentations on *Nonprofit Inclusiveness* or *Introduction to Inclusiveness at Work*, an overview of the six-step process detailed in the *Inclusiveness at Work: How to Build Inclusive Nonprofit Organizations* workbook to metro-area organizations who are engaged in an inclusiveness planning process
- Acceptance of proposals for organizational diversity technical assistance requests from (c)(3) non-profits planning long-term inclusivity and holistic operational integration