

INCLUSIVENESS AT WORK



HOW TO BUILD INCLUSIVE NONPROFIT ORGANIZATIONS



THE DENVER FOUNDATION

WELCOME TO INCLUSIVENESS AT WORK:

HOW TO BUILD INCLUSIVE NONPROFIT ORGANIZATIONS

On behalf of The Denver Foundation and its Expanding Nonprofit Inclusiveness Initiative, we would like to commend you for your interest in inclusiveness. We believe nonprofit organizations that are inclusive do a better job of serving the needs of their clients and achieving their missions.

Over the last several years, as the Foundation's staff and volunteers talked to members of the Metro Denver nonprofit sector, we learned that there is great interest in embracing and building inclusiveness. The most common question we heard was, "How do we do it?" The staff and volunteers of our Expanding Nonprofit Inclusiveness Initiative have developed *Inclusiveness at Work* to help answer that question, and to provide valuable information and insight.

As you consider using *Inclusiveness at Work*, please note:

This workbook isn't for every organization. Please take the pre-test to find out if the process described here is a good fit for your nonprofit. If not, you may find some sections of the workbook to be helpful, and we have identified other potential resources.

This workbook is not a one-size-fits-all process. The workbook modules will actually lead your organization through the development of a completely tailored strategy - or blueprint - for building inclusiveness, in a way that helps you best meet your goals in the context of your organization.

Inclusiveness is a long-term, holistic process. If you decide to undertake the process described here, you are committing your organization to a transformative effort that will take time. But we've organized the elements of this workbook so that you can take steps slowly or quickly, whichever is best for you and your organization.

We hope this workbook is just the beginning of our conversation about how to build inclusiveness. Please use the fax-back comment form in Appendix E to let us know how your process proceeds, and if you have any questions or suggestions.

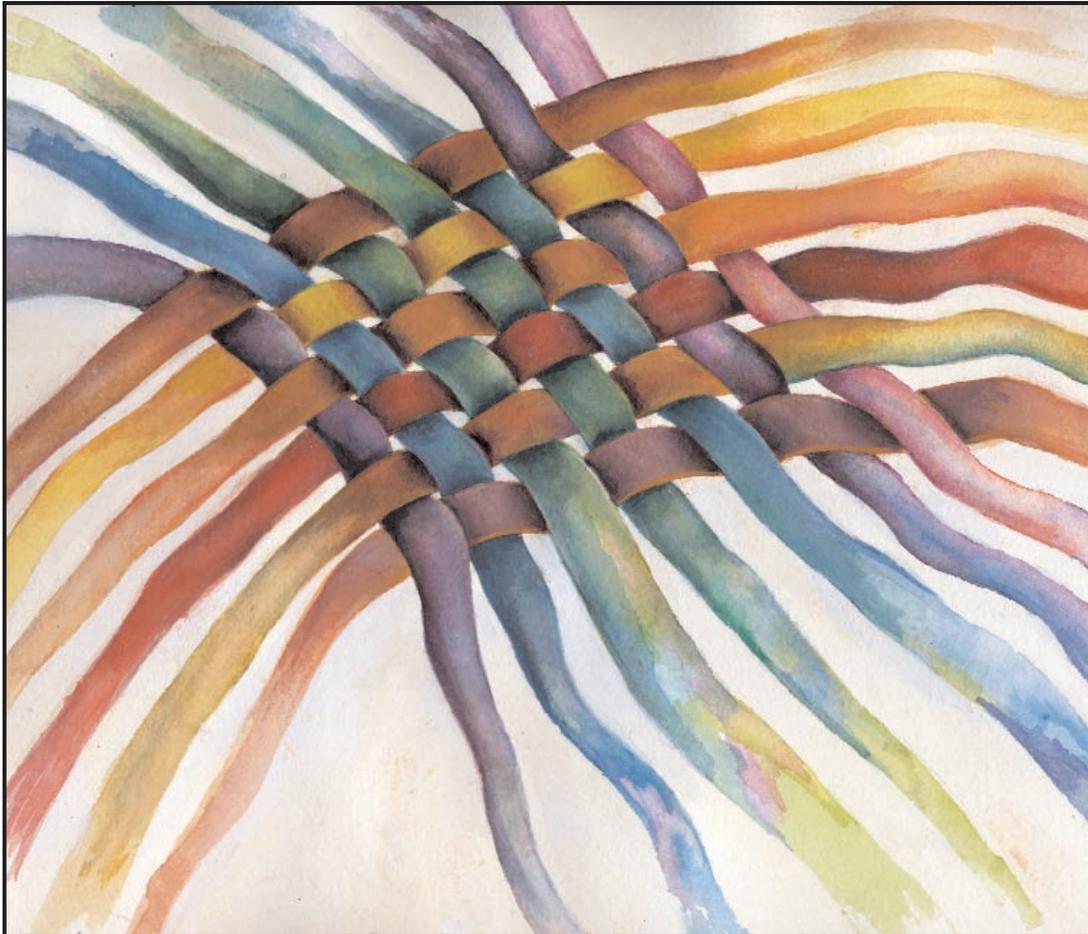
Sincerely,



David Miller
President



Dean Prina, MD
Board of Trustees
Chair, Expanding Nonprofit Inclusiveness Initiative



Art created by Deborah Howard

Inclusiveness training and the inclusiveness blueprint interact and are woven together to create a more successful inclusiveness initiative.

Cover Art by Michael Gadlin

About Michael Gadlin: Michael Gadlin studied at the Pratt Institute, in Brooklyn, N.Y. and at the Arts Students League of Denver, where he now teaches. Michael won best of show at the Cherry Creek Arts Festival in 1999 and presents his work in local and national galleries. He was been commissioned to produce public artwork by the Smith Renaissance School of the Arts and the Denver Police Department.

Weaving Art by Deborah Howard

About Deborah Howard: Trained as a printmaker, Deborah Howard received her BFA from the Rhode Island School of Design in 1978 and her MFA from the University of Wisconsin-Madison four years later. Today she is an associate professor at the University of Denver's School of Art and Art History, where she teaches painting and drawing. She specializes in the art of woven forms.

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Inclusiveness At Work: How to Build Inclusive Nonprofit Organizations was made possible in part through the generous financial support of the following organizations:

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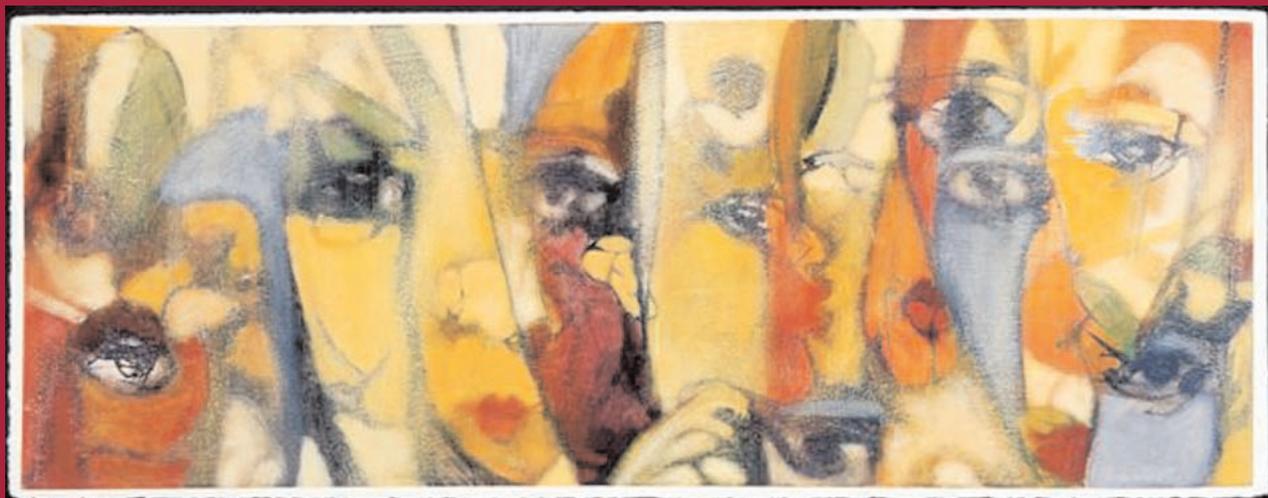
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ISBN 097682090-0



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