

ELEVATING VOICES AND INCREASING REPRESENTATION

Cultivating inclusivity and diversity in meetings through proactive engagement with underrepresented communities and marginalized groups.

WHAT THIS IS ABOUT

A Brief Introduction

Elevating voices in meetings involves actively seeking input from underrepresented individuals, families, and marginalized groups to create an inclusive and equitable environment where all perspectives are authentically included at the table. It's about addressing power dynamics, promoting active listening, creating safer spaces, offering alternative communication methods, and celebrating diversity to ensure that everyone's voice is heard. Additionally, it is important for facilitators to have a continuing practice to move towards cultural humility and responsiveness.

THINGS TO SAY

Example Facilitator Script

"This is a genuine invitation for the youth, families, and community members present here today. Let's take a moment to ensure that everyone has had the chance to share their perspective and the expertise of your lived experiences and backgrounds. Your voice matters, and we want to create a space where everyone can contribute in ways that are meaningful to you."

THINGS TO DO

Tips for Managing Group Dynamics

1. Reflective Techniques

Ensure everyone feels heard by using reflective techniques like paraphrasing. Nodding and maintaining eye contact can show our attentiveness and support for each other.

2. Implement Inclusive Meeting Formats

Make sure everyone's voice is included by using methods like round-robin discussions. Let's work together to build consensus and ensure diverse perspectives are valued.

3. Maintain a Supportive Environment

Facilitators work towards continually increasing their own welcoming and equity centered practices to help support the work. In meetings, focus on creating ground rules that prioritize empathy and mutual respect, and make use of active listening.

4. Amplify Underrepresented Voices:

Proactively reach out to underrepresented communities and provide support to increase ability for everyone to bring and share their unique perspectives. This includes use of alternative formats or language resources to accommodate all.

5. Targeted Recruitment Strategies

Make use of personalized invitations and community partnerships for diverse attendance. Review demographic data to inform outreach efforts. Continuously evaluate and adjust recruitment strategies for broader representation.



KEY CONCEPTS

- Proactive Intervention
- Recognition of Impact
- Equity and Respect
- Empowerment



**Promoting Prevention.
Committed to Wellness.**

References

Erves, J.C., Mayo-Gamble, T.L., Malin-Fair, A. et al. Needs, Priorities, and Recommendations for Engaging Underrepresented Populations in Clinical Research: A Community Perspective. *J Community Health* 42, 472–480 (2017). <https://doi.org/10.1007/s10900-016-0279-2>

Pumariaga, A.J., Rogers, K. & Rothe, E. Culturally Competent Systems of Care for Children's Mental Health: Advances and Challenges. *Community Ment Health J* 41, 539–555 (2005). <https://doi-org.proxy.lib.pdx.edu/10.1007/s10597-005-6360-4>