

Pathways to Inclusion



Presented by Sherrie Pelsma, Program Director

CEP's Experience

Community Education

- Basic Weatherization
- DIY Attic Insulation
- Lead Poisoning Prevention
- Lead-Safe Home Projects
 - HEPA Vacuum Lending

In-Home Direct Services

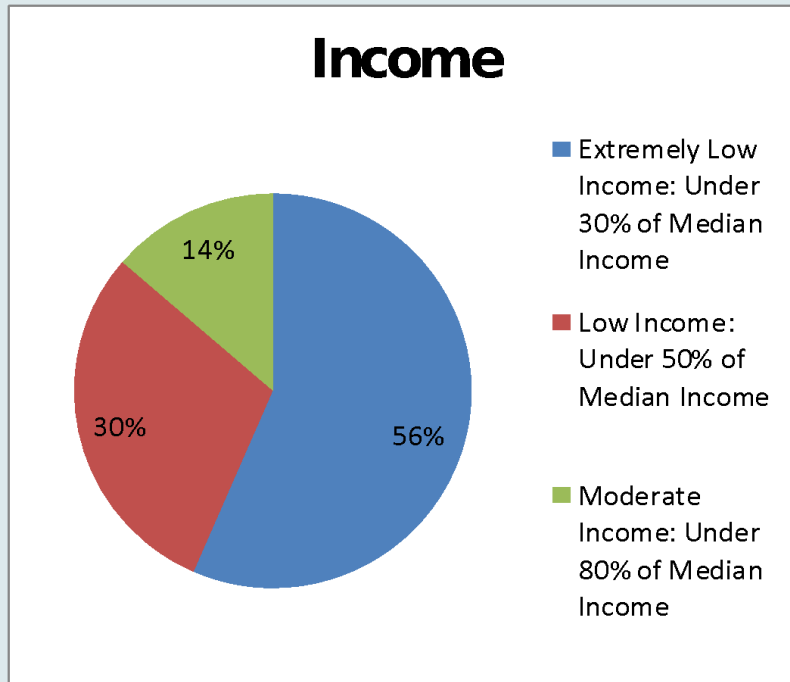
- Basic Weatherization
- Home Repairs
- Home Energy Score
 - Free for Low-Income

1,400+ Households a Year

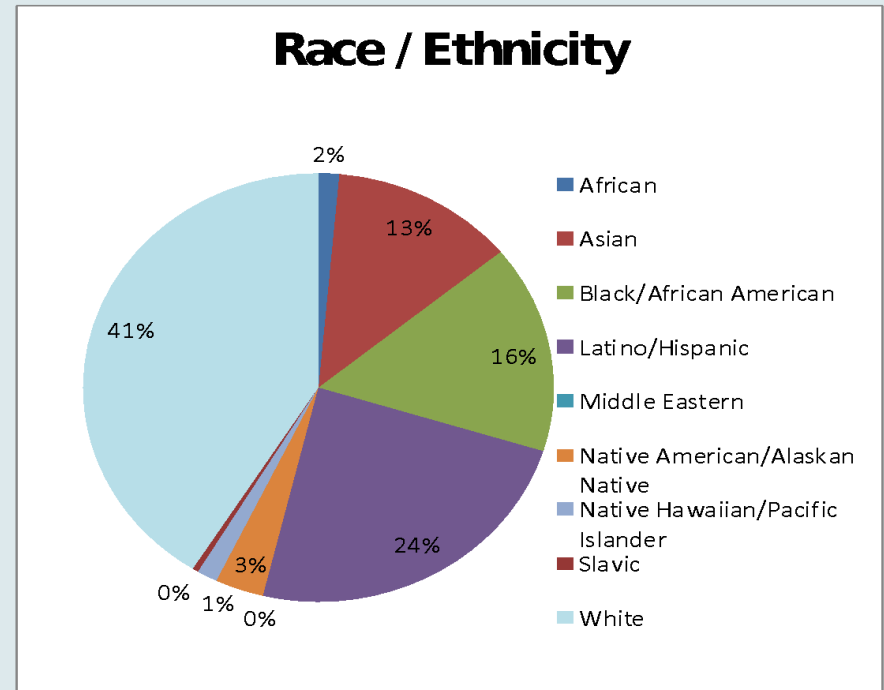


Who We Serve

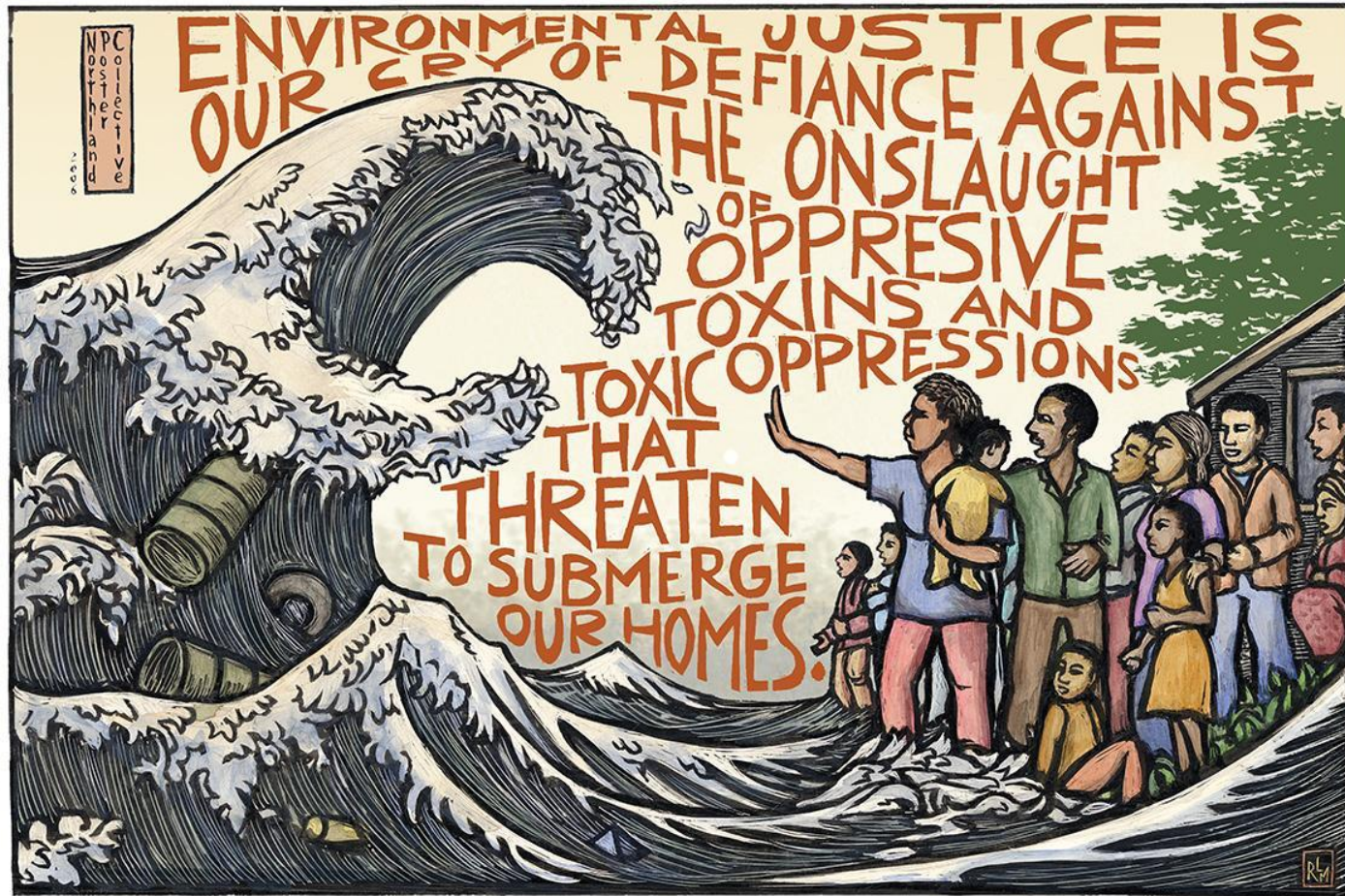
86% of households have a very low income



56% of participants identify as a Person of Color



Equity is Not a Distraction - It's a Missing Piece



Artwork: Ricardo Levins Morales

Our Rudder is TOO SMALL



Action

- Political
- Environmental
- Protest

Wisdom

- Barriers
- Needs
- Innovation

Be Simple



Easy to understand (write at a third grade level), minimal hoops

Be Trusted



Work with groups that have relationships with target communities

Be an entity that partners are excited to refer their clients to.

Be Adaptable

You don't know what you don't know.

Be humble and ready to adapt a program as new realizations arise.



Be Flexible



Go to the participants, don't make them come to you. Work evenings and weekends.

Create flexibility within your program so you can meet people where they are.

Be Positive



Do participants enjoy interacting with your organization?

Address workplace culture issues - compassion fatigue, bad attitudes, stereotypes, and poor treatment of vulnerable people.

How do the people in your office talk about the people you serve?

Be Equitable

Are there people you're missing?
Don't be afraid to ask yourself!

Prioritize new partnerships, outreach
methods, hiring practices.



We Sink Together or Swim Together

