



NCI Inclusion Statement and Principals

(approved 2007)

Inclusion Definition:

In all of NCI's pursuits, we welcome and actively seek broad representation and input reflecting the economics, cultural and social community we serve. This representation is sensitive to the perspectives and needs of the North St. Louis County community.

Principals Statement:

As an organization focused on connecting people, ideas, and resources, the following principals will guide NCI, to demonstrate our commitment to the practices of inclusion:

- We will work to ensure we offer an environment where members and perspective members feel a sense of belonging, are respected, valued and encouraged to participate as we actively seek out participation from those we serve.
- We will encourage each individual involved with NCI to realize and embrace inclusion.
- We will commit resources and services to ensure inclusion is an ongoing process with a long-term focus.
- We will work to ensure that our differences strengthen our goals because we serve a diverse population with different needs, perspectives, and talents.
- We will serve as a model of best practices for other organizations and partner with those interested in inclusion.
- We will empower NCI staff and volunteers to be agents for inclusion.

Meaning of:

Economics: As the regional development association acting as “a catalyst to define and advocate economic and community development in North St. Louis County,” we will ensure that our efforts are sensitive to the differing cultural perceptions, attitudes, and beliefs of our residents.

Cultural: We will pursue the above by recognizing the ways in which culture plays a controlling role in shaping how people perceive reality, acquire a sense of self, think, feel and behave, and comprehend the behaviors of others.

Social: We will undertake our work-- policies, procedures, and practices--in ways that acknowledge, accept, and promote the collective interests of the residents of our community.