

What would a welcoming community look like?

Welcome Wagon

List of services available, possibly through post office

Welcome sign in yard

We'd love to hear from you

Acknowledge that all are welcome here

Personal contact

Neighborhood welcome

Connectivity

Neighborhood - do they come out and introduce themselves

Stepping out of comfort zone to get to know our neighbors

Inclusion of calendars, particular holidays. Include celebrations of all

Many Nations, One Celebration - multicultural night

Create events where people of all races are welcomed

ELL celebrations for all people are welcome

Affordable housing 120K - 300K range

Food service is open to all families - food harvest

Metro transit

Help students feel connected in school - define what "at risk" means

We welcome anyone to be buried in St. Luke's cemetery. You need not be a member.

A welcoming community should have a visible pronouncement that declares welcome. Signage, symbols, slogan.

A welcoming community includes all without worrying about differences.

Citizens actually care about one another.

A community that is open to all will feel welcoming

A welcoming community is free of cliques that are closed to new friends.

A welcoming community includes and values new members.

Community Center - emphasis on young

A community that lifts up diverse leaders in local government and organizations.

Better access for those with special needs

Reliable transportation for those with special needs

Better occupational opportunities for those with special needs

Want involvement for those with special needs

help beyond school - parents need support

Need more access to teens to support special needs

Need more welcoming to "new kids" - particularly for those who are not "SPOAS" kids

Help families feel more part of the community

Not as clique-y

Not a single issue community

Will to look at and accept variety

Opportunities that are good for the community - car show, softball team, pavilion show

Acceptance of various faiths

Similar to building bridges-hear each other's stories to better understand each other

Need better reliable transportation for seniors and those with special needs.

Welcome wagon - like the ones from the 70s. Acknowledge it went away because some people value privacy but like to see sometimes.

Every child needs 6 concerned adults in their life - we respect all
Look at how many adults we needed to raise a respectful child - partnerships of people eager to support
Find out something about each person who wants to be involved
Equal access to transportation
No people should sleep under bridges - all should have access to shelter
Be aware of the children
Model for the urban youth corps program that happened in urban areas
Used to have tree trust
Acknowledge some community (grass roots efforts) like the Hootenany. People wanted to make our community better but perhaps don't know how.
Lean on expertise and energy of the community
Acknowledge change is slow
Smile at people - be kind
Wish community at large felt like the High School - kids find a place to belong (lots of clubs)
Help community members find their place - find their tribe
Leaders need to acknowledge that all need to find a place to belong
Recognition - it's hard to break in
Recognition that Hastings is slow to change - but it is changing
Recognition that people are great
Adults need a place to belong
Difficult to be a single person in Hastings
Shift what it means to be from Hastings
To be truly equitable we need to recognize barriers. Right now we don't see the barriers.
Need to know your next door neighbors
What does the leadership look like in this work - can we be casual? We may need to formalize this.
Safe space to be their authentic whole self
Have leaders that reflect the community - informal as well as positional
Mechanism to create an open dialog
Communication norms: how to talk about it
Members being willing to call out behaviors that drive divisiveness
Facilitate interaction among people to broaden horizons and learn about barriers
A place that fosters respect and dignity - a spirit of universal caution
Multiracial and multicultural people are welcome
people with disabilities are included
people aren't uncomfortable with differences
There are experiences to help people understand different backgrounds (like a person with disabilities)
Make it easier for people to know where all the resources can be found - Hastings Family Service has info to share
Affordable housing
Homeless outreach person
Drop-in center for homeless situation (leverage churches to do 1 night/week)
Public transportation
Cochran house closing is an issue
Can the old clinic space be used for helping individuals?
Pluses and minuses to living everywhere

Diverse students hang together and find comfort in that
Kids are accepting but insecure
Make a conscious effort to change and welcome people
Smile, say hi
Minnesotans are reserved, we need to work on it
Try to be inclusive
Talk to new diverse families to find out what drew them to Hastings, what do they expect, want, what are they feeling
Good neighbors - talk to me, help me if I am struggling
Moving in there is a "wall" up - people like the community to not change
Have to be willing to change
A recognition that people have deep roots, can recognize there are these "walls"
Honoring the civic pride
Recognizing that there are things from the "good old days" that can be part of today's "good new days"
Lunch tables and all community prayer group
No one is greater or lesser than another
More education about issues
People don't know about discrimination
Support system
Education and cultural differences built into school
A neighborhood that is active and gets out and meet one another
Reach out to a new person - the "welcome wagon" - on purpose
Link crew for parents
National Night Out
Signage in a couple languages
What will bring value to me - for me to do that
Some trainings - open to all
Do not have a complex system
Outreach for all communications
Being kind
diverse employment in work places - seeing all groups represented
More cultural festivals/fairs - Hastings Festival of Nations?
Inclusion of all people to student organizations or student events
How do we make sure all can participate in student outings/fieldtrips? Someone shared they felt they weren't poor enough to ask for help. Can this be standardized in forms to make process transparent and reduce stigma.
Add donations/willing to pay for another student on permission/payment forms
All languages welcomed, not shunned for speaking Spanish in the community
How do we increase community exposure
Being from Hastings - don't feel like you are truly a Hastings-ite until family has been here for 4-5 generations.
Reach members of the community. 90% want to be present for these talks, but how to reach the loud voice of that 10%
How do we spread the work, not everyone knows these conversations are happening
Is there implicit bias in discipline for offences in "white" vs. "non-white" students. Security guard actions for students after school.

How do we make sure the backlash of an initiative like this doesn't come back to the communities the project aims to include/welcome?
Don't start with "are you from town?" or "who are you related to?"
Neighbors reaching out to new people
Taking all into account - same opportunities and equitable
Being fearless enough to ask questions
Open dialog and acknowledge biases
Inform about all opportunities
Reach out to all
Accept all
Give dignity to all - all are surviving the best they can
Show respect to people wherever they're at
Be open to one another's "stories"
Speaking to others -looking into eyes and acknowledge
Listen to each we encounter
Increase diversity in hiring
Engaging and active - more people participating
People smiling and engaging you in business and public - don't feel like a visitor
Businesses creating more opportunities
Equal opportunities
Affordable extracurricular (schools)
City services are accessible to all participants
Inclusive communication
Reaching people who are not a part of an organization
Available affordable housing
Public transportation
Recognize existing diversity
Safe, thriving, healthy community
Expanding multicultural curriculum
A place that creates dialog
Respectful
Reach people who didn't come
A after school transportation bus
Make it clear how you create a club and make club schedules
more clubs = more connections = more dialog
more community events and advertising
more youth/teen friendly events
Minimal empty buildings
Businesses that are viable and charming
The evidence of dual housing (apartments)
Evidence of affordable housing
Public transportation
Community garden
Having a digital welcome wagon
National Night Out - be more intentional
People who aren't assholes
Teach or kids at a young age to be more accepting to the lgbtQ+++

Pay attention to social media and do stuff about the cyber bullying
More inclusive words
A week talking about why not to say fagot
Stop the unequal treatment with rules
Affordable housing for all
Programming for youth
Teen hang outs -café
Front porch community activities
Dementia friends
Welcoming t-shirts
Education on mental health
Engage others in conversation (i.e. standing in line or at Subway)
Welcome wagon
Need one on one connection
App available to connect neighbors
Be aware of different kinds of diversity - LGBT, Income/economic, Religion, Disability, Age, ELL
Scholarship availability and promotion
Police work with building relations with all residence to build confidence with them
Summer lunch program "Three Rivers Trailer Park" returned
Scholarship to encourage minorities to get involved - kids of less than average means can get to participate in programs/school extra curricular, comm ed programs
Raise the priority for education so that all can get educated to they eventually have sufficient income to take care of themselves and pay taxes, social security, Medicare.
To care for all
Feel safe, feel believed
Listen to someone with a different experience
Transparency
One that does not discriminate despite background, color, religion, tribe, all the cultural differences
People ready to assist your needs no matter what. Saving life first.
Hospital, home-like, family welcoming
Employment not judged by color of skin
Helping to identify their own biases
Accepting without fight
Action actually in reality
Its easier for use to identify by what has been our negative experiences in this community
Some of what has been experienced by our group has led them to give up
Hidden biases - Hidden behind smiles with daggers in back
Authenticity piece needs to be worked on
When we have issues of concern where should we take them? What is the protocol for safe places to disclose trouble?
Offering food, social, hospitality
Opportunities to gather
Reaching out to individuals
Potluck - different cultures
Bring back welcome wagon
Smiling people and making eye contact
Friendly people

Community center/library where you can simply walk around and spend time in a safe environment
Block party/Community take back the night/National Night Out
Community Clean ups
Donations to local "help" services from community businesses
Access to food, safe water, and shelter for all individuals that want to move here
Career opportunities for everyone
Access to resources
trusting the people around you
know how to get necessities and easy access to them (where people realistically live)
celebrations of other cultures/religions (not just Christian based)
more cultural education in elementary schools/middle school (more MN/Hastings based)
Make activities more affordable fro lower socioeconomic people
Where is segregation economic/racial in Hastings
More peer based groups @ middle school
way to link people of similar backgrounds
More connections between honors and non-honors
when you feel a part of it
don't need to be afraid to be you
invited to apticipate-community is open to all
when people greet you in a nice way-smile
public and open spaces
community organizations open to all
if there are barriers-efforts are made to break those barriers down
finding wayss to include all
several diverse businesses in town
clinics available for all
multiple language signage
interpreters at government buildings to use; resources at he schools/cities
offer groups in multiple languages for public events (interpreters available)
mass transportation options/bus service around community
cultural group/resources/ethnic-find resources/leaders vailable
clean well kept city, great parks/"friendly faces"
community participation
saying hello, making an effort to meet new people
need wider business opportunity, support local businesses
easier access to events, groups, a welcome page
periodic welcome events
affordable activities for kids and adults
intentional effort to meet people
don't be afraid to leave your comfort zone
including people
open minded
not be ignorant
engagement is working together
everyone has a voice
everyone working towards a goal
helping understand others

being positive
RESPECT banner at HHS
visual reminders (chalk on sidewalk)
Slogan on Hastings signs-All are Welcome Here
gatherings to bring people together
pep fests (free)
dances that include all people
cost isn't a limiting factor to attend events
people look different
have people want to meet each other types of people
curiosity
want to reach out, branch out
information about other groups/cultures
festival of nations in Hastings
global languagees help expose students to different food, language, music, culture
religious diversity
everyone feels like they belong
doesn't matter how much you talk-parents should be open, two boys-respect
people who are African-American are scared to come to hastings -here since 2005
just one of the neighbors...Ethiopean dad and his daughter lived in Randy's home- Juarez, Mexico, 21 years in Eskimo Village, difficult to come here
not fraid to be who you are
feel safe the YMCA is a model
at the school district level-there could be a way to get ahold of other parents in my child's class- a better way to encourage online portal
a way to break into this "stable" Hastings community, many people in Hastings have a lot of history and have been here a long time. It can be hard to feel like a "newbee" for a long time
kids can have a dialogue about differences and not have it be weird. Being okay to disagree
include easily digestible lessons for kids in schools on how to deal with <u>anxiety</u> -have services available
welcoming people where they are at
tolerance means everyone has inherent value, as they are made in the image of God and worthy of love
loving means accepting them where they are at and lovingly telling them when things they do could be damaging to them
serving