

# 2022 World Cafés

## City of Marshall

### Diversity, Equity & Inclusion Commission



MARSHALL

DIVERSITY, EQUITY & INCLUSION COMMISSION

In January of 2022 the City of Marshall's DEI Commission partnered with YWCA Minneapolis to facilitate 2 World Café events in order to better understand the myriad of lived experiences in Marshall.

A World Café is a method for hosting conversations regarding several themes and topics. The goal of this is to allow participants to explore a topic while simultaneously building on each other's experiences.



#### World Café Event #1:

February 15, 2022

Cultures on the Prairie attendees

13 participants

#### World Café Event #2:

May 7, 2022

Parents/Families of Marshall Public Schools' Family Engagement Events

33 participants

Karen, Spanish & Somali speaking MPS families

- 82 Participants total between the 2 events and the online survey offered between February and May

- Marshall Public Schools' Parent Student Connectors assisted in translating the conversations in World Café #2

### The following questions were discussed:

1. How would you describe the place you call home? What do value about it? What would you change?
2. What is the first thing you notice when you walk into a local business? Are there spaces in the community where you feel out of place?
3. When did you first notice cultures different from your own? How did that exposure influence your thinking and/or behaviors?
4. What do you value about the community that you are in? What would you like to see changed?
5. What keeps you living in the city of Marshall and surrounding communities?
6. \*What concerns do you have about your neighborhood? Your town? Your county?
7. \*What helps you feel connected to the community? What makes you feel disconnected from it?
8. \*What is one thing you wish people in your community were more aware of? What type of support could local government offer to help spread awareness?

\*Due to time constraints and the knowledge that translation and interpretation services would be utilized, questions 6,7 & 8 were prioritized for World Café #2

### Group Distinctions:

#### World Café Event #1:

Participants of this event were identified as the 'Mixed' cohort.

This group consisted of individuals predominately white, English-speaking, and raised/born in or near Marshall.

#### World Café Event #2:

Participants of this event were identified as the 'Non-Dominant Cultural Group' (NDCG) cohort. This group was entirely made up of multilingual individuals from the Somali, Karen and Hispanic communities within Marshall Public Schools.



- A key aspect of these events is the background of participants and their distinct differences in experiences
- a non-dominant culture is one that represents those outside of the dominant culture and its norms. These individuals are more likely to experience lack of access, as well as, prejudice, discrimination, and racism.

## Key Findings:

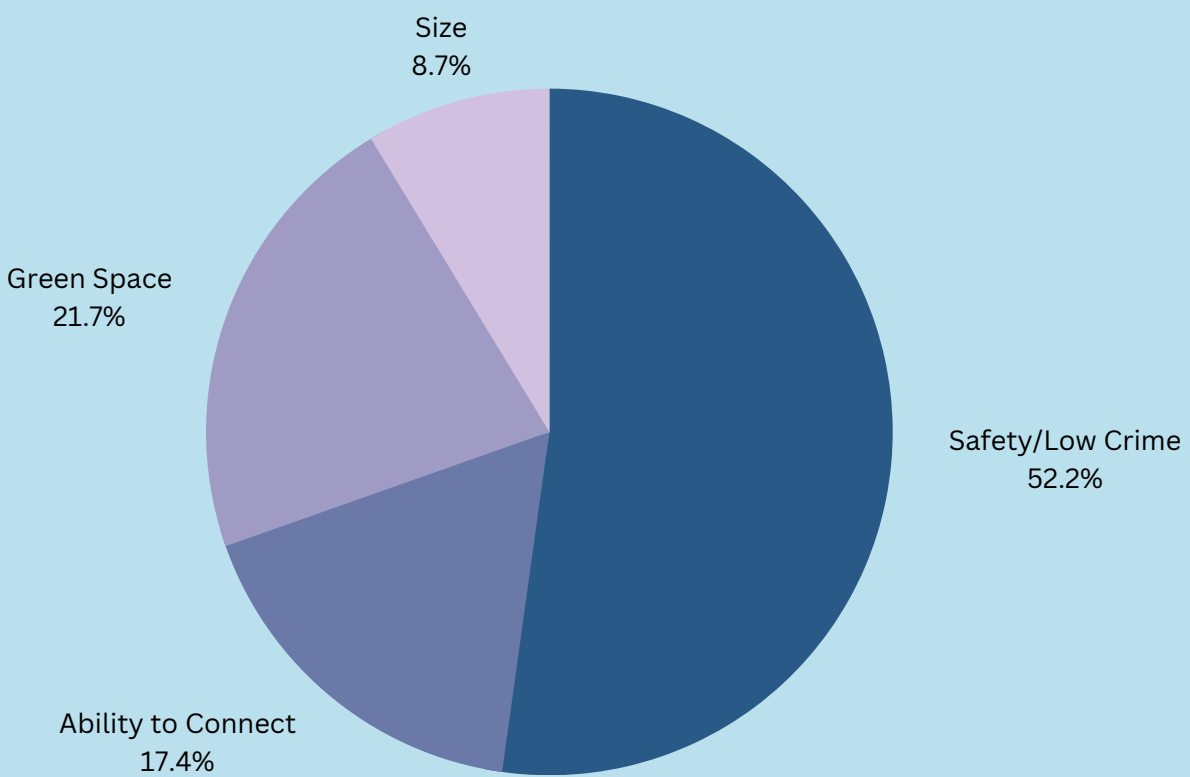
- People of the non-dominant cultural backgrounds report feeling less of a sense of belonging than people from dominant cultural background as a result of prejudice, discrimination, and racism.
- Language barriers and lack of translation services are the biggest obstacle to feeling a sense of belonging and inclusion in the community
- Disparities between dominant and non-dominant cultural experiences

## Barriers to Belonging

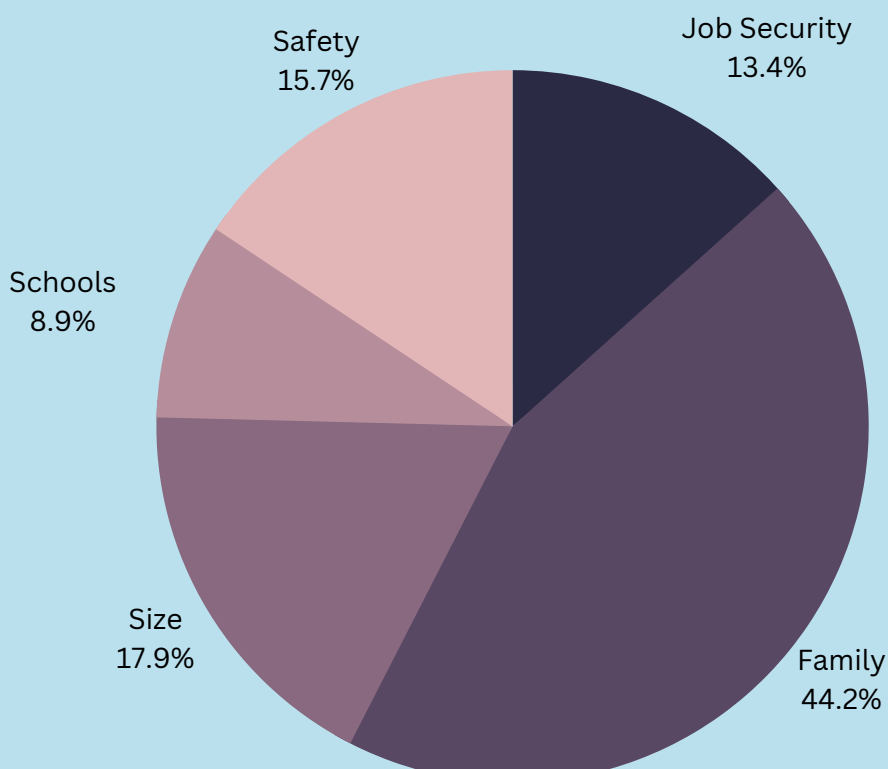
- Many people want to get involved but don't know where to find opportunities that are inclusive and welcoming.
- Lack of interpretation, translation, and cultural liaising leaves people feeling excluded and unsupported. Additionally, people have felt like a burden asking for these services.
  - More patience and empathy from translators and community members
- At community events people feel unwelcome and uncomfortable due to others staring, making rude comments, or being completely ignored.
- Fear of wearing culturally significant hairstyles or clothing and accessories for fear of being bullied in public
- Not enough transportation resources for people without a vehicle
- Lack of resources and support for recently migrated families
  - Navigating insurance, digital literacy, awareness of ESL classes, medical assistance , U.S. cultural norms

## Comparison of Positive Community Attributes: What do you value about living in Marshall?

### 'Non-Dominant' Cohort:



### 'Mixed' Cohort:



## Changes community members would like to see:

- More opportunities to connect with people from different communities and cultures
- More campaigns and opportunities with emphasis on celebrating and supporting cultural diversity and inclusion
- A cultural shift where more people within the community strive to understand cultural differences and be more inclusive of people from different backgrounds
- Having more languages taught in school and university settings
- More recreational opportunities for teens and young people
- More diversity of stores and shopping centers across different price points
- A review of Marshall housing issues and inequities for low-income renters, including greater accountability measures for landlords renting to vulnerable populations
- A strengthened relationship with the City's Public Safety Officers

---

## Action Steps: