



Developing Leaders – Advancing Equity – Connecting Community in Charlotte-Mecklenburg since 1997

OUR VISION

Community Building Initiative envisions a connected community where everyone:

- *Wakes up to discrimination and injustice;*
- *Interrupts inequitable systems and structures; and*
- *Steps up to champion equal rights, access and opportunity.*

OUR MISSION

To give people and organizations the knowledge, skills and courage to fight bias, remove barriers to opportunity, and build a more equitable and just Charlotte-Mecklenburg.

OUR CORE VALUES

Inclusion Values

- *CBI believes the Charlotte Mecklenburg community will be at its best when all individuals and identity groups are valued and treated with respect.*
 - *Identity groups are composed of individuals who share common characteristics such as race, economic status, sexual orientation, age, gender, gender identity, gender expression, nationality, ethnicity, religious background, or physical ability.*
- *Charlotte Mecklenburg will be inclusive when all individuals and identity groups feel welcomed and are welcomed to participate fully in the political, legal, social and cultural life of this community.*

Equity Values

- *CBI believes our community will be equitable when all individuals and identity groups have equal rights under the law, access to livelihood, education, healthcare, and other resources and when life outcomes are not predictable on the basis of identity.*
- *CBI recognizes that historical and contemporary power structures have created disproportionate opportunities and barriers, at times over-advantaging some identities and under-advantaging others. We are committed to engaging and transforming individuals and organizations that are knowingly, or unknowingly, perpetuating these inequitable power structures.*

CBI believes these inclusion and equity values make common sense, business sense and moral sense, and we are committed to these ideals for the benefit of this generation and generations to come.

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OUR VALUES IN ACTION

- *CBI makes connections across difference to raise awareness and equips people with skills to inspire response and action.*
- *CBI partners with individuals and organizations to provide a platform to grapple with timely and significant issues relating to access, equity and inclusion.*
- *CBI offers expertise in community engagement, dialogue and leadership and organizational development to bridge differences in our community, transform power structures that perpetuate exclusion and inequity and create pathways for greater inclusion and equity in our community.*
- *Finally, CBI recognizes that there may be situations that call for a heightened public response in order to be true to our mission and core values. Certain cases of systemic or institutional exclusion, denial of legal rights, or perpetuation of inequity may demand that CBI speak out or convene a special forum or take other actions including resolutions, letters to newspapers or other media, speaking out at public meetings or other communiques.*