



# SOURIS BASIN PLANNING COUNCIL MINOT, ND

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When Souris Basin Planning Council began updating its Comprehensive Economic Development Strategy (CEDS) in 2019, Executive Director Lyndsay Ulrickson and staff started work on both a mission and an inclusivity statement for the organization. Staff began by looking at other organizations' inclusivity statements as examples and took the time to understand the meaning and differences between words such as equity and equality. The statements were publicly available in 2021 and aligned with work the Council was already doing. However, having the inclusivity statement has helped when building new programs to ensure that they align with the organization's stated goals. In addition, the Council has defederalized its revolving loan fund, changed the name to 'Impact Fund', and identified formal priorities for non-traditional entrepreneurs.

## Inclusivity Statement:

*SBPC is deeply committed to building excellence and enhancing a positive impact on our communities, region, state, and nation. This requires our team to reflect on equity and inclusivity so we can learn from the broadest perspectives. We must do this by engaging in the most inclusive understanding possible of issues and gaps we are trying to address. We recognize that race and gender are historical markers of diversity, especially in traditionally conservative communities; however, we further believe that diversity includes categories such as age, disability, nationality, intellectual perspective, socioeconomic*

*background, religion, sexual orientation and gender identity. Inclusion encompasses empowering the voice of all members of a community.*

