

Promoting Inclusive Social Dynamics in Mixed-Income Communities: Conceptual Framework

Mixed-Income Strategic Alliance

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Inclusionary and Exclusionary Pathways in Mixed-Income Interventions

This conceptual framework examines the process of promoting more inclusive social dynamics in mixed-income communities. Each slide depicts two possible pathways: an inclusionary pathway on top and an exclusionary pathway below. These pathways are not mutually exclusive and are often both at play. The slides provide increasing levels of detail about the pathways. Though represented for simplicity as a linear process, in reality the process is likely more cyclical.

1) Mixed-Income Intervention: Pathways and Levels

This framework presents an overall schema for the conceptual levels and social dynamics at play. Both pathways include processes and outcomes at the structural, social, and individual levels. The individual level dynamics can be framed as *perceptual*, the social level dynamics are *relational*, and the structural level dynamics are about *influence and power*. The most promising interventions address each of the three levels to build inclusive and equitable mixed-income communities.

2) Mixed-Income Intervention: Positive and Negative Pathways

This framework depicts the two potential paths of social dynamics that can emerge from a mixed-income intervention, leading to vastly different outcomes. Pathway 1 shows the social processes that may occur if there are intentional strategies and practices meant to cultivate inclusive social dynamics. Pathway 2 indicates the dynamics that may occur without the presence of intentional strategies to ensure meaningful interaction across lines of difference, or if exclusionary efforts exist. Again, elements of both pathways may occur concurrently.

3) Mixed-Income Intervention: Pathway 1 (Positive)

This framework details promising interventions and the social processes and impacts that may follow. Strategies that address the perceptual, relational, and influence/power aspects of a mixed-income community will hopefully result in positive outcomes across all three levels. There are two types of intentional strategies—the first to promote social mixing and the second to ensure that this mixing yields positive shifts in attitudes, behaviors, and access to power structures and resources. Without the deeper intervention strategies, the social processes that lead to lasting outcomes are less likely to occur.

4) Mixed-Income Intervention: Pathway 2 (Negative)

This framework details the possibilities of a mixed-income intervention that does not include interventions to cultivate inclusive social dynamics. Without such strategies, positive and meaningful interaction across race and class lines is unlikely to occur. In many cases, this lack of interaction (and/or negative interactions) does not lead to a neutral condition, but rather, these settings lead to exclusionary impacts for individuals as well as the community.

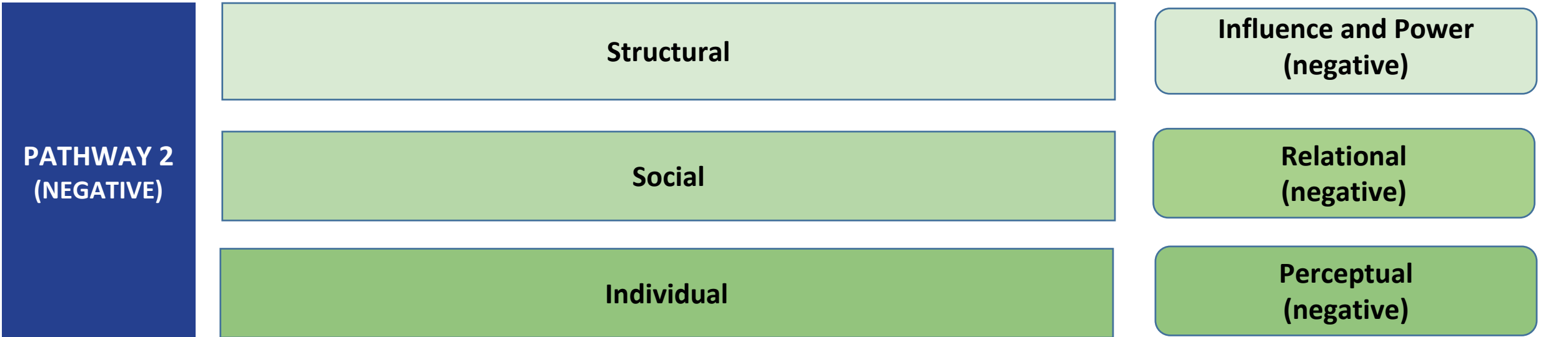
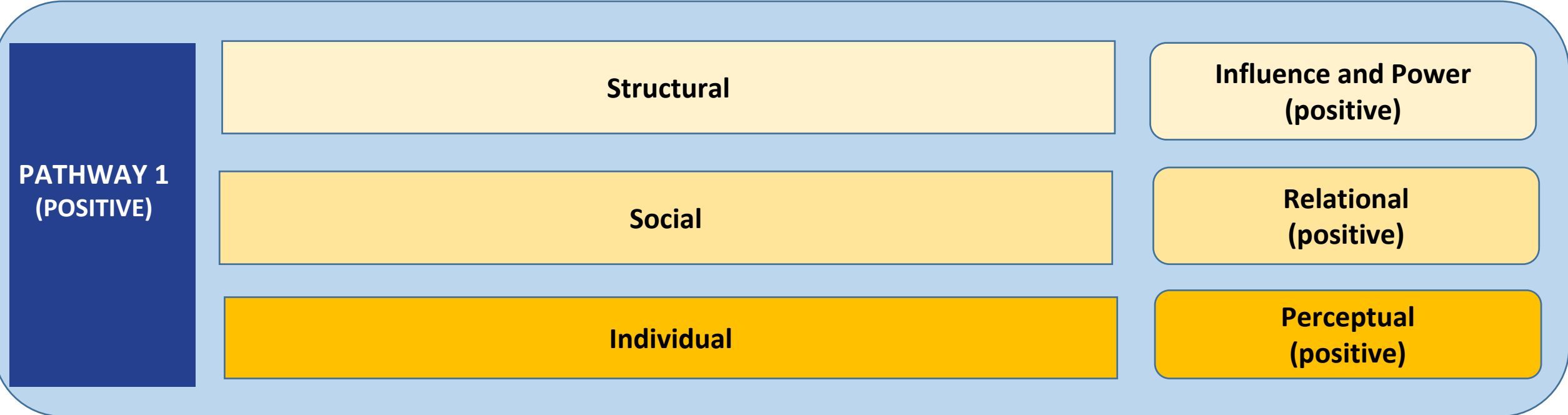
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**1) Mixed-Income Intervention:
Pathways and Levels**

Social Dynamics Conceptual Levels

Social Dynamics

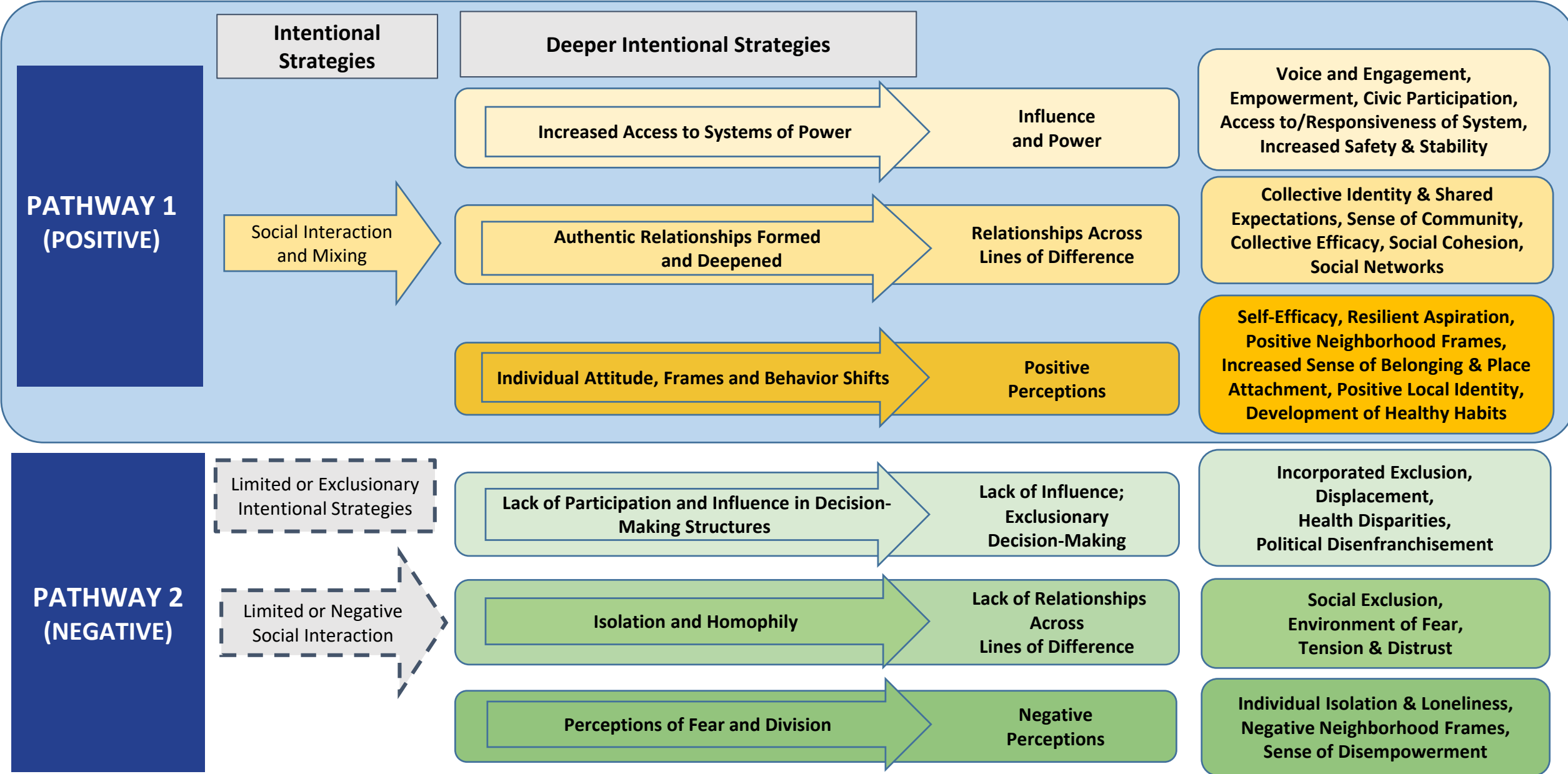


2) Mixed-Income Intervention: Positive and Negative Pathways

Shifts in Attitude, Behaviors, and Access

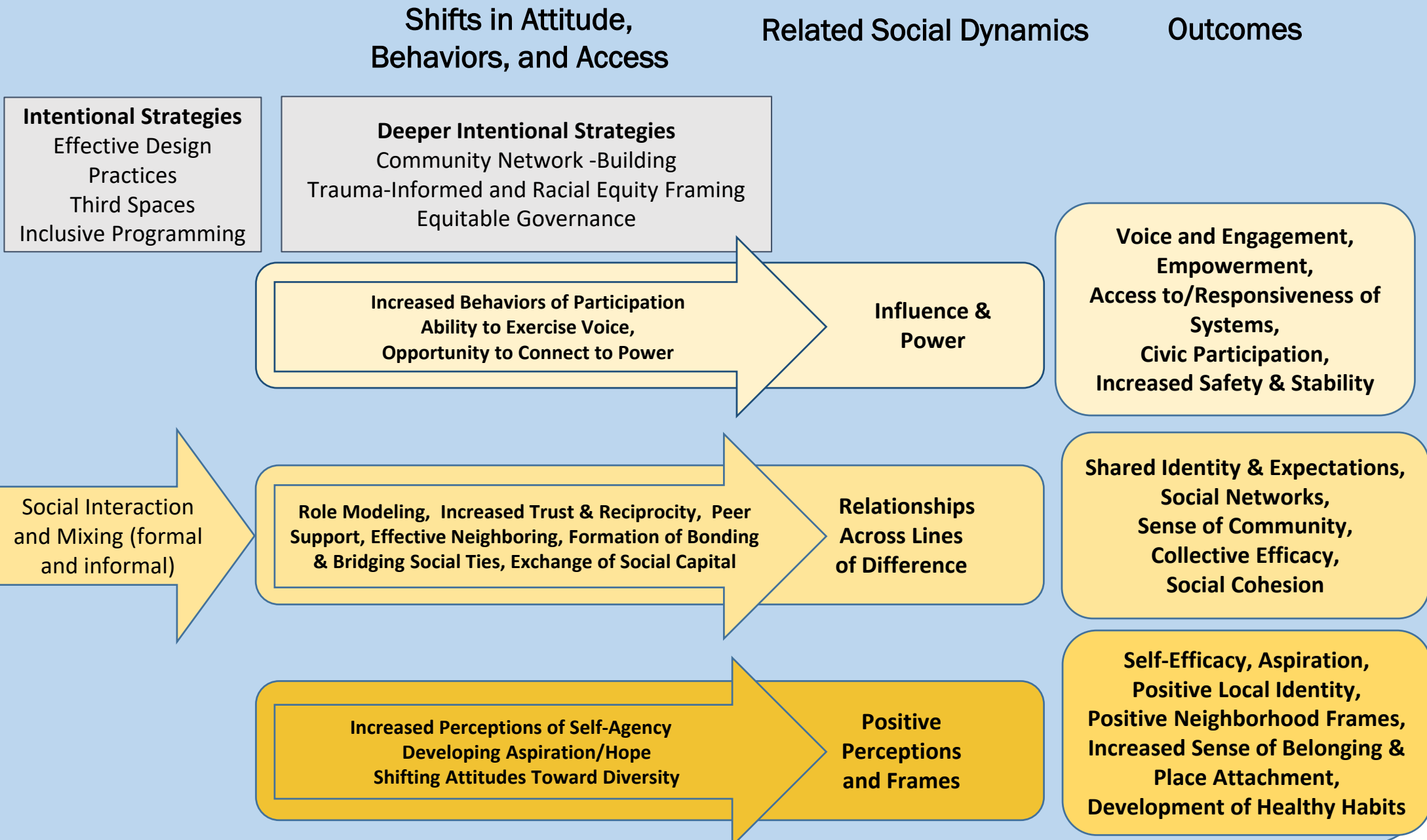
Ensuing Social Dynamics

Outcomes



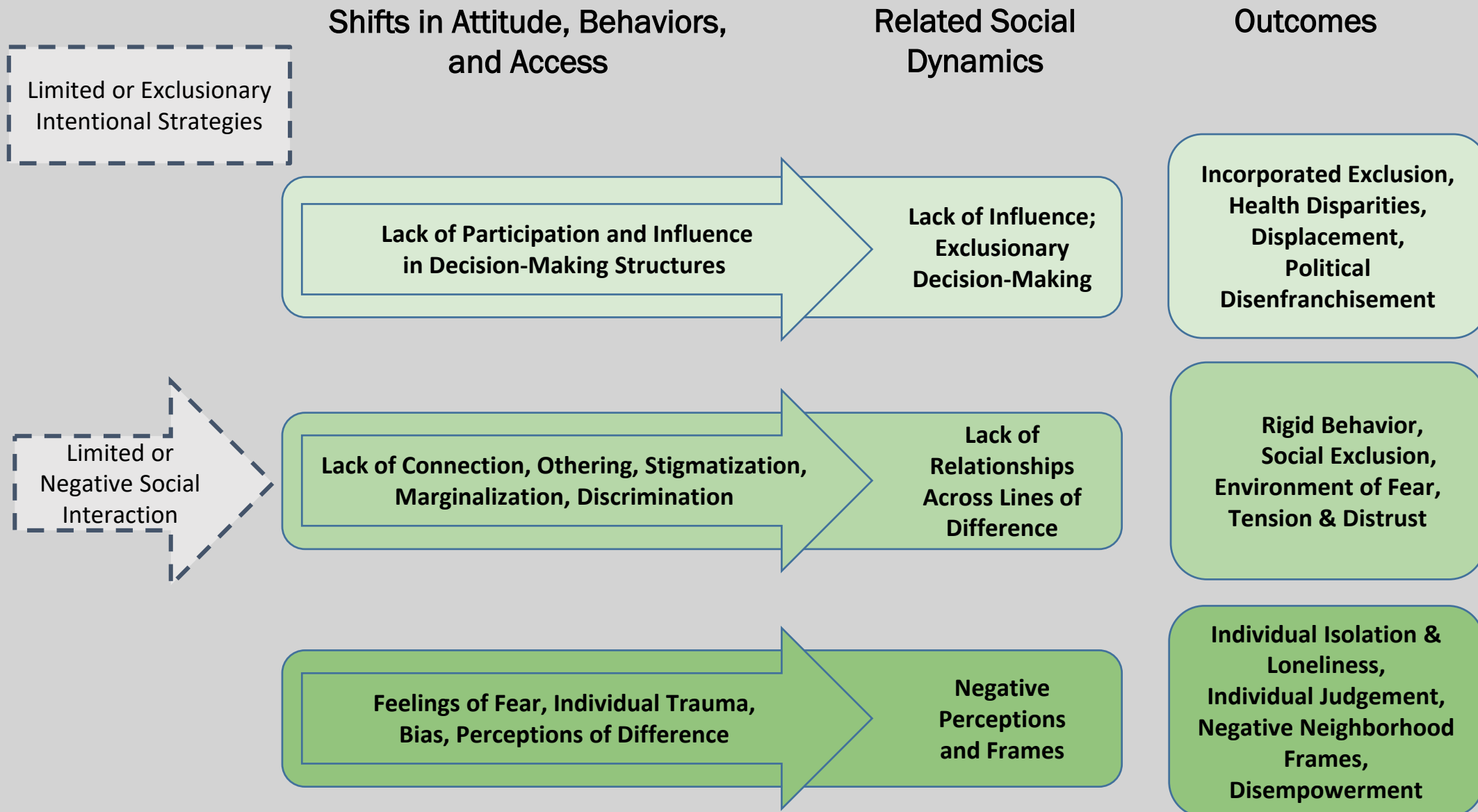
3) Mixed-Income Intervention: Pathway 1 (Positive)

**PATH 1
(POSITIVE)**



3) Mixed-Income Intervention: Pathway 2 (Negative)

PATH 2 (NEGATIVE)



Limited or Exclusionary Intentional Strategies

Limited or Negative Social Interaction

Shifts in Attitude, Behaviors, and Access

Related Social Dynamics

Outcomes

Lack of Participation and Influence in Decision-Making Structures

Lack of Influence; Exclusionary Decision-Making

Incorporated Exclusion, Health Disparities, Displacement, Political Disenfranchisement

Lack of Connection, Othering, Stigmatization, Marginalization, Discrimination

Lack of Relationships Across Lines of Difference

Rigid Behavior, Social Exclusion, Environment of Fear, Tension & Distrust

Feelings of Fear, Individual Trauma, Bias, Perceptions of Difference

Negative Perceptions and Frames

Individual Isolation & Loneliness, Individual Judgement, Negative Neighborhood Frames, Disempowerment