

Why 'Inclusivity' Does Not Cover the Majority

What does it mean to be an inclusive political party?

In today's world, inclusivity has a very specific meaning.

Today, being inclusive means taking deliberate, overt steps to include people who aren't part of the majority. This inclusion necessarily requires extra effort to make them feel safe and welcome to participate.

Consider these definitions:

"Inclusivity is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized." – [Oxford Languages](#)

"Inclusivity: the quality of trying to include many different types of people and treat them all fairly and equally." – [Cambridge Dictionary](#)

"An inclusive and equitable culture demonstrates behaviors that value and respect individuals and groups with different backgrounds, as well as recognizing the specific challenges and circumstances experienced by these different groups." – [LINC](#)

Inclusivity emphasizes the treatment of people who have traditionally felt like or been treated as outsiders. This means, of course, that accommodating the majority at the possible expense of a marginalized group can have no part of being "inclusive."

It's tough to talk about our own actions, though. Many of us naturally get defensive if someone suggests we are not being inclusive when we believe we are. Still, Democrats are proud to tout our inclusiveness, and it's an area where I believe our party can run circles around Republicans. But we have to walk the walk in Burnet County. We have to recognize that people who have long been marginalized aren't likely to speak up. They'll just stay away.

Texas Republicans in power have already made it clear who counts the most: straight, white, Christian men (and maybe their wives and kids). It's up to us to have the conversations needed to learn how to be truly inclusive.

