Module 4: Equity, Diversity, Inclusion with an Emphasis in Accessibility (Part 1)

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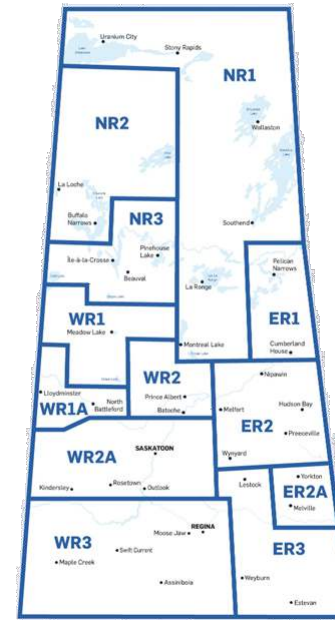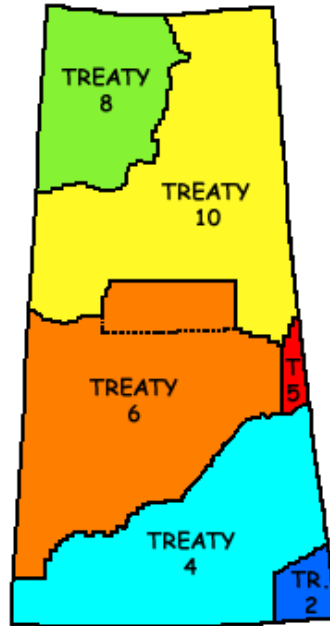
January 7, 2025

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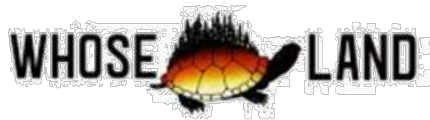
MCoS Intercultural & Anti-racism Facilitator

Land Acknowledgment

https://www.whose.land/en/

https://metisnationsk.com/governance/#regions

For more information to learn about Treaty

Office of the Treaty Commissioner

Land Acknowledgment & its importance:
https://nativegov.org/news/a-guide-to-indigenous-land-acknowledgment/

Housekeeping

After the workshop you will receive a copy of the presentation & support docs

After the workshop the Zoom recording will be available

Send your questions & I will answer them at the end

Tell us how we did in the survey

Situating Myself - Context

- Born in Montreal

- French speaker

- First-generation Canadian

- West-African roots (Senegal and Mali)

- She/her/elle

- 35 years old

- Artist (dancer)

- Communication expert specialized in DEI

- DEI Journey started from very young but still learning

MCoS Intercultural & Anti-Racism Modules

https://mcos.ca/programs/education/

Module 1: Embracing Diversity Beyond the Surface. Part 1: Oct 24th & Oct 15th, 2024

Module 2: Intercultural Communication & Competence. Part Oct 29th & Nov 12th, 2024

Module 3: Cross-Cultural Engagement in the Community. Part 1: Nov 26th & Part 2: Dec 10th

Module 4: Equity, Diversity, Inclusion (EDI) with an Emphasis on Accessibility
Part 1: Jan 7th & Part 2: Jan 21st, 2025

Module 5: Recognition & Rejection of Racism. Part 1: Feb 4th & Part 2: Feb 18th

Outline

Module 4: Equity, Diversity and Inclusion with an Emphasis on Accessibility

January 7, 2025 (Part 1)
- ❖ Saskatchewan Human Rights Commission
- ❖ Brief intro to Equity, Diversity, Inclusion (EDI) and Accessibility
- ❖ Human Rights Commission
- ❖ Small Group Discussion
- ❖ Final Q & A, Evaluation and Closing

January 21, 2025 (Part 2)
- ❖ Human Resources: Recruitment, hiring and retention
- ❖ Credential recognition
- ❖ Performance review/promotion
- ❖ Small Group Discussion
- ❖ Final Q & A, Evaluation and Closing

Setting the Tone

Accept today as a starting point, it's a practice of self-awareness

Respect differences, be kind to yourself and others

Let go of the "good/bad" binary (www.selamdebs.com)

Questioning own attitudes & beliefs - "Cultural humility"

Listen & Participate with open ears, mind, & heart

Discomfort leads to learning

Brief start on a big topic

Saskatchewan Human Right Equity Target Groups farmwork

Saskatchewan Human Rights Commission: 15 Prohibited Grounds

It's against the law for someone to discriminate against you because of:

- Religion;
- Creed;
- Marital status;
- Family status;
- Age;
- Disability;
- Sex;
- Sexual orientation;
- Colour;
- Ancestry;
- Nationality;
- Place of origin;
- Race or perceived "race";
- Receipt of public assistance;
- and gender identity.

Reasonable accommodation is required

Multicultural Council of Saskatchewan
From Many Peoples Strength

SASKATCHEWAN HUMAN RIGHTS COMMISSION

http://saskatchewanhumanrights.ca/how-to-file-a-complaint/the-saskatchewan-human-rights-code

2024 Employment Equity Targets

The employment equity targets were created by the Saskatchewan Human Rights Commission based on information from Statistics Canada and with the assistance of the Saskatchewan Bureau of Statistics.

These targets are based around four equity groups and are meant to ensure that representation in the workplace reflects the diversity of our society

It is important that the workplace be diverse across the various levels and roles within its work force

https://saskatchewanhumanrights.ca/employment-equity-targets/

Equity Groups

Multicultural Council of Saskatchewan
From Many Peoples Strength

- The four equity groups are defined using Statistic Canada's definitions

- The four equity groups are:

Indigenous Identity (First Nations, Metis & Inuit)	Members of a visible minority group
Persons reporting a disability	Women in underrepresented occupations.

Source: http://saskatchewanhumanrights.ca/news/2019-employment-equity-targets

12

Recommended Targets (2024)

Equity Group	Target
Indigenous People	
Provincial	15.20%
Prince Albert	38.50%
Members of a Visible Minority Group	
Provincial	14.0%
Regina/Saskatoon	21.5%
Persons with Disabilities	27.7%
Women in Underrepresented Occupations	47.5%

* Note that targets vary to accurately reflect their location

https://saskatchewanhumanrights.ca/employment-equity-targets/

Deepening our Understanding of Equity, Diversity, Inclusion (EDI)

Why do you think we need Equity, Diversity, Inclusion (EDI)?

31 responses

Prosperity and development	for proper and respectful communication	So our institutions represent the people that actually live in our society.
Creative solutions to problems	To balance society and expand on shared knowledge	sense of belonging
So no one is left behind	to ensure fairness in treatment and so that equal opportunities are made available to everyone regardless of religion, race, age and marital status	Fairness and justice
To make world a much more beautiful place to live in.		Mixed teams normally perform better

Why do you think we need Equity, Diversity, Inclusion (EDI)?

31 responses

for inclusion of all members of the society

diverse perspectives

for a better society

Justice

To get diverse ideas

opportunities

foster fairness, innovation, and unity

solving problem

Better decision making Increaced productivity

Increased Employee Engagement and Retention

To promote fairness and justice.

To educate people that this an an imbalance occurring and to recity it

Why do you think we need Equity, Diversity, Inclusion (EDI)?

31 responses

Increased Employee Engagement and Retention

To promote fairness and justice.

To educate people that this an an imbalance occurring and to recity it

To make everyone feel welcome, respected and loved

To dismantle the patriarchy

Attratct talent Reflect society

To dissolve colonial thinking and practices

It is essential for organizations to mirror the community they serve and ensure everyone can thrive within the organization and society in which they work and live.

All are equally important

The vagueness of those concepts

In the work of Equity, Diversity, Inclusion (EDI), out of the three which one is the most important and why?

23 responses

Equity	Inclusion	equity
I think equity includes the other two.	It is a trick question, they all play an important part and contribute to the whole	Equity is more important.
Equity	equity	All are important but I think Equity is the most important.

In the work of Equity, Diversity, Inclusion (EDI), out of the three which one is the most important and why?

23 responses

inclusion as it embraces all three

They all hold equal value.

Equity, because it serves as the foundation for achieving meaningful diversity and inclusion.

We need all 3. Ultimate goal inclusion and belonging

Equity is most important because it ensures fair access and opportunities, creating the foundation for true diversity and meaningful inclusion

inclusion

Equity

all three are equally important

Diversity - we need to learn from others

All three

I prefer Equity because it kinda reaffirms openness and fair treatment of everyone

they are intertwined

19

The Difference Between Equity, Diversity & Inclusion

Source: The Difference Between Equity, Inclusion, and Diversity (3:10)
https://www.youtube.com/watch?v=GPPLbsEazNc

Join at menti.com | use code **4622 1216**

What stood out for you from this video?

12 responses

simple definitions of difficult concepts

a confident woman

the deep theoretical meaning behind the equity.

equity is only made possible by incorporating the other two components diversity and inclusion

That how equity is essential.

recognizing that not everyone starts from the same place

That equity is most important and without equity, diversity and inclusion are not possible.

It was helpful to learn that equity is most important, as without equity there is no inclusion and belonging. Thanks for this learning!

Aside from being easy to understand, the recognition of colonial history and current reality, one is forced to face the barriers that have been created, and to understand the need for change

I love the broad clarification of the

The Difference Between Equity, Diversity & Inclusion

Diversity

- Quantitative representative of differences
- How many ...
- Diversity Asks – Who is in the room?

Inclusion

- Qualitative experience of differences
- Are individuals from diverse communities able to bring their authentic cultural selves into the organization and thrive there?
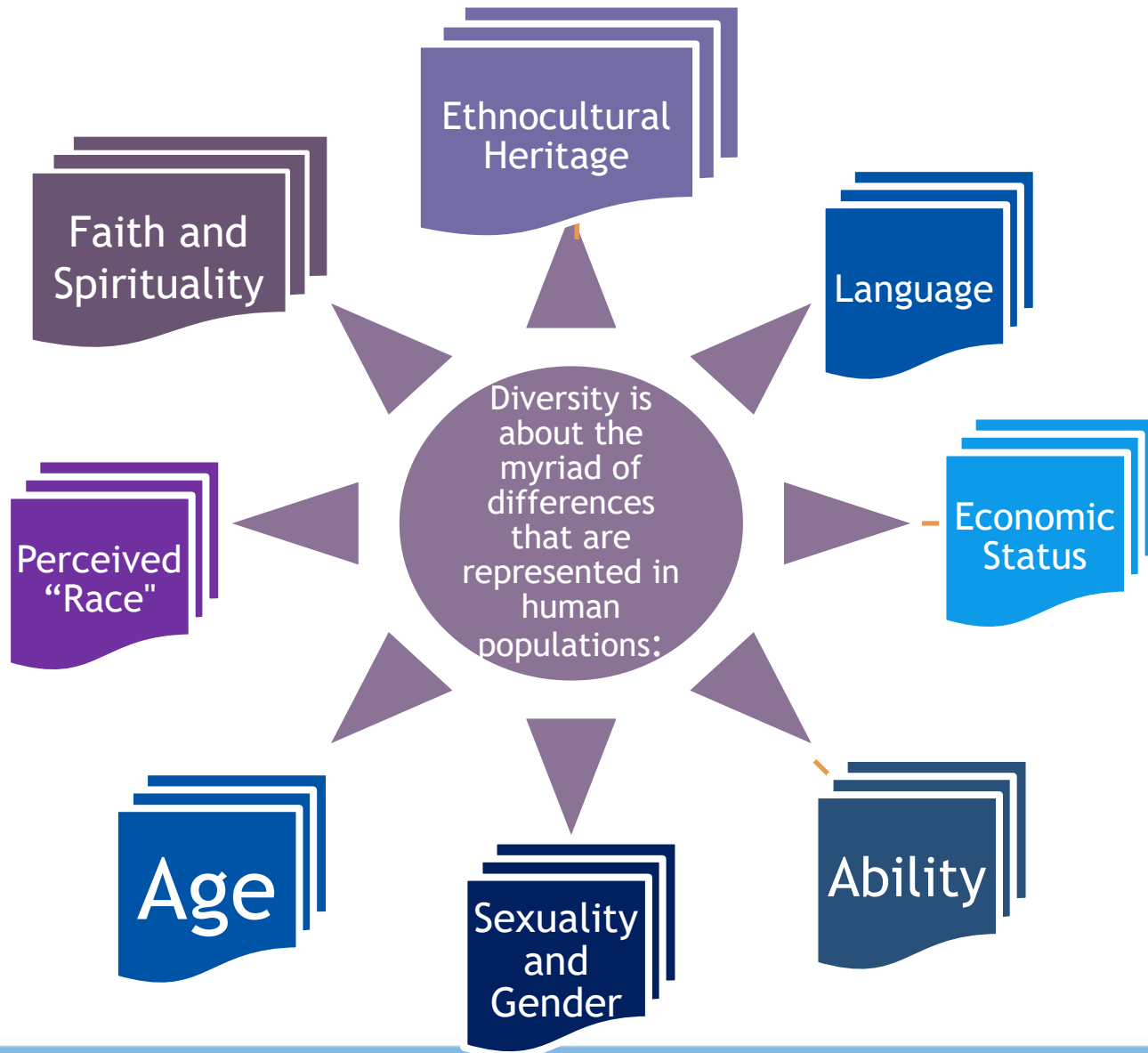- Inclusion Asks - Have everyone's ideas been heard?

Equity

- Recognizing historical legacies & current realities experienced by marginalized peoples
- Not everyone starts from same place (limited by systems of supremacy, power & privilege).
- Equity Asks – Who is trying to get in the room but can't?

Source: The Difference Between Equity, Inclusion, and Diversity (3:10)
https://www.youtube.com/watch?v=GPPLbsEazNc

What is Diversity?

Multicultural Council of Saskatchewan
From Many Peoples Strength

Ethnocultural Heritage

Faith and Spirituality

Language

Diversity is about the myriad of differences that are represented in human populations:

Perceived "Race"

Economic Status

Age

Sexuality and Gender

Ability

Workplace Diversity

Any characteristic, perspective or approach to work that different individuals bring to the workplace

It includes visible and non-visible characteristics such as:

- Physical
- Cultural
- Socio-economical

These characteristics contribute to "cultural identity" which shapes the values, attitudes, and behaviours shared by most (but not all!) people within a particular group.

Four Layers of Diversity

Source: Gardenswartz & Rowe, 2003
https://www.gardenswartzrowe.com/why-g-r

Workplace Diversity

Any characteristic, perspective or approach to work that different individuals bring to the workplace

Changing workforce demographics, client composition and globalization have created a powerful impetus for change in the traditional workplace.

This will be a diverse group of people who are selected, developed and treated on the basis of merit and fairness.

In order to gain and maintain a competitive edge, organizations need people who can best serve their clients.
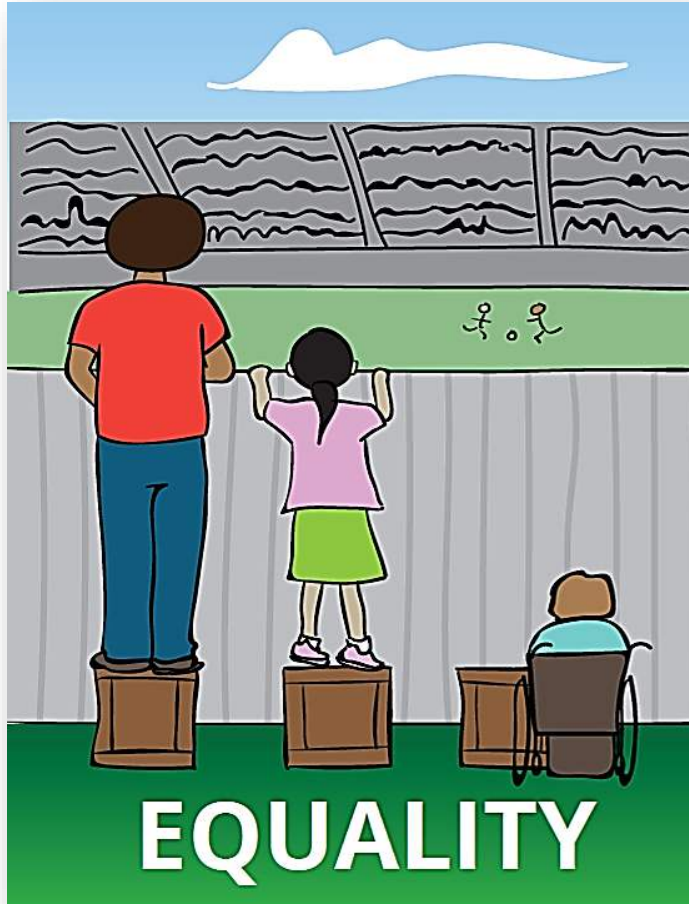
"Diversity is being invited to the party; inclusion is being asked to dance." Verna Myers

© Can Stock Photo

- Vernā Myers is a cultural change catalyst, influencer, thought leader, social commentator, and author.

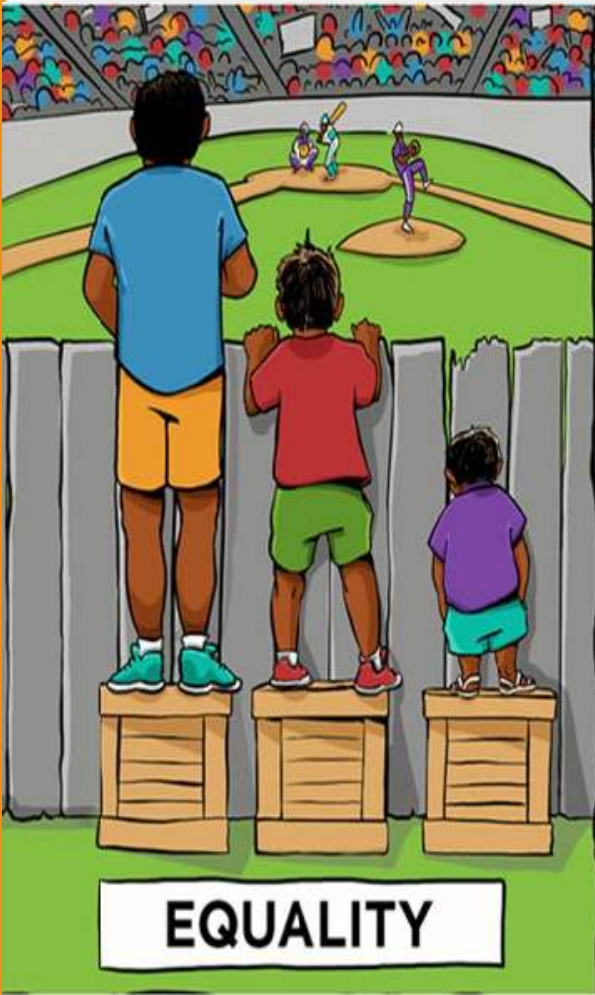- A Harvard-trained lawyer and founder of The Vernā Myers Company.

Equality Vs Equity

Source: 'Equality' google image

Equality, Equity & Liberation

Source: 'Equality' google image

Large Group Discussion

Let's focus on equity – why do we want to do this?

Inclusion

◈ Inclusion is the action of including or of being included within a group or structure;

◈ Human beings have a need to *"belong",* to be included;

Inclusion

The facts speak for themselves, inclusion is good for society and good for the bottom line:

If Canada made workplaces more accessible, it would add $16.8 billion to our GDP by 2030

Companies with racial and ethnic diversity are 35% more likely to have higher financial returns

Canada faces a labour shortage and immigrants will account for 80% of population growth

Investors that focus on companies who have a gender diversity strategy are rewarded with annual growth rates of 3.5%

If women were enabled to fully participate in the economy, we would contribute $150 billion to our GDP by 2026

Companies with gender diversity are 15% more likely to have higher financial returns

Source: Diversity Institute - Toronto Metropolitan University (TMU)

Break

Accessibility

Accessibility

- Accessibility can be defined as ensuring fair access for all individuals across the range of human capabilities and experiences.

- In the context of a workplace, accessibility relates to how organizations can create room for the unique qualities that every individual contributes.

- The term "accessibility" is often used to refer to the notion that someone's disability does not prevent them from using or accessing something.

- When something is accessible, it means that someone with a disability can do their tasks with the same amount of time and effort as someone without one.

- It implies that people are capable of being independent and empowered.

The Rights of People with Disabilities

What are Disabilities?

- **UN Convention on the Right of Persons with Disabilities:** Disabilities are long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder full and effective participation in society on an equal basis with others.

- **World Health Organization:** Disability results from the interaction between individuals with a health condition, personal and environmental factors.

Source: https://www.who.int/health-topics/disability#tab=tab_1
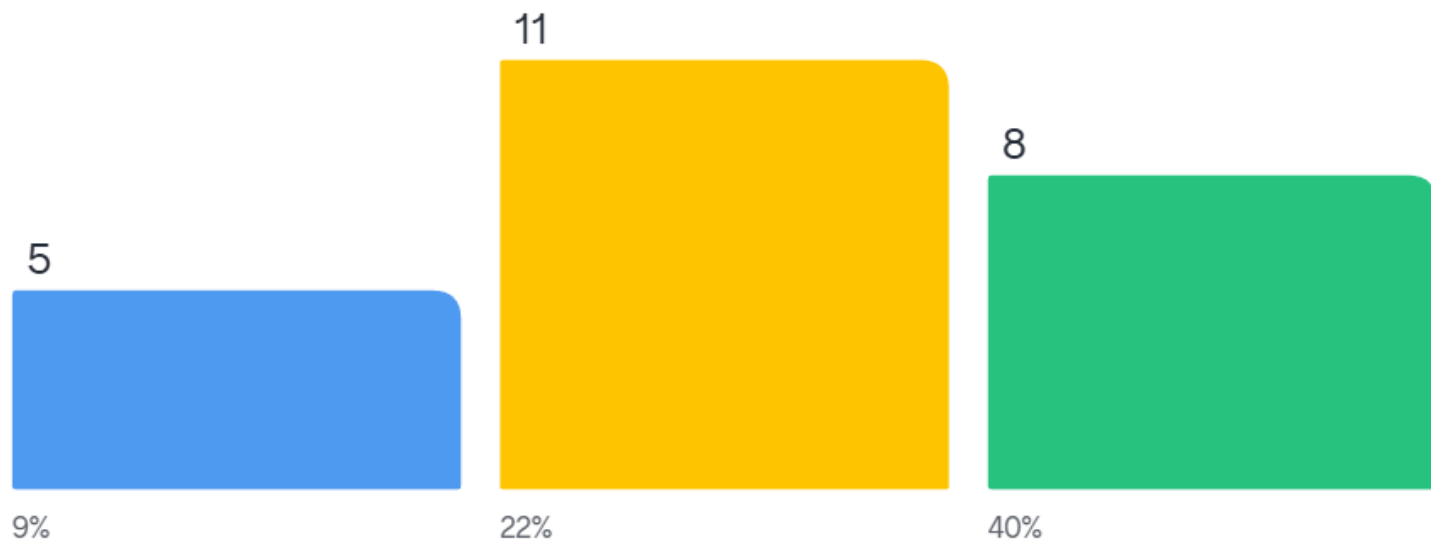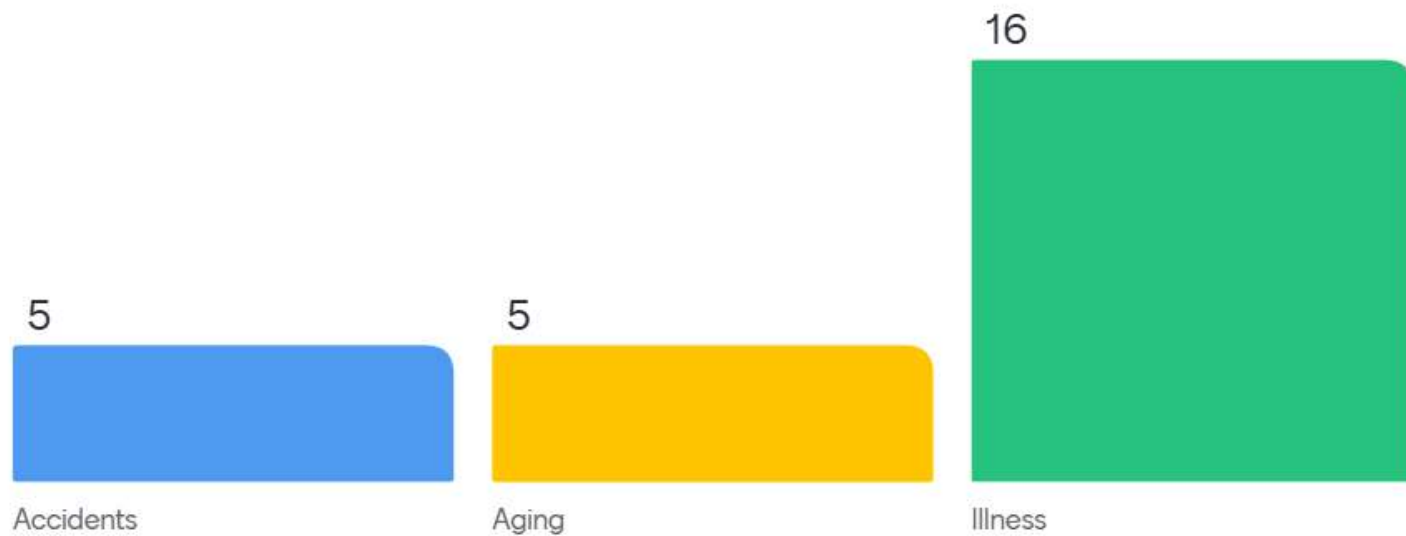
Accessibility

Types of accessibility

- Physical accessibility
- Technological accessibility
- Attitudinal awareness

Menti Question

◈ Think about the people who surround you in your everyday life. What are things you can easily change in your environment to make it more accessible?

Join at menti.com | use code **4622 1216**

Think about the people who surround you in your everyday life, what are things you can easily change in your environment to make it more accessible?

22 responses

Something as simple as clearing snow and ice from surfaces accessed

Clear routine

controlling and limiting the amount of noise around my nephew who is autistic.

use pictures and gestures when communicate with people with

Ensure font size is larger than 11

being more friendly and welcoming

Providing Transportation

accessible ramps on pathways, lifts in building

While providing client services, ensuring interpretation services for clients with language barriers

Furniture arrangements

hand rails, railings on stairs

1. use assertive behavior 2. put proper boundary 3. empathy

43

Think about the people who surround you in your everyday life, what are things you can easily change in your environment to make it more accessible?

22 responses

Visual Aids: Implement clear signage with large fonts options for people with visual impairments.

Controlling noice levels

We can adjust lighting to suit those with vision sensitivities and add clear, large-print, or braille signage to help everyone find their way.

Clear roads

When it comes to technology, simple adjustments like adding captions to videos or using user friendly devices can open the door for many.

lighting - I have people who have lighting sensitivity - I adjust lighting as needed

Reviewing policies annually to account for employees that may have new accommodation needs.

Respecting and welcoming to all clients regardless of their age, sex, religion and race. treating everyone with fairness and equality

Case Study

◈ "I have always been open with my close colleagues about my barriers and disability. A few years ago, I was given the opportunity to lead an important project for my Branch, I was thrilled. I knew there was a lot to do and it made me a little nervous, but I felt that I had the knowledge and skills to deliver on this project. Until a close colleague started telling me: 'This is a lot for you, you know. . .' She repeated this on a regular basis, and then eventually switched to say things like 'I am telling you as a friend . . . you do not have what it takes for this project. . . I don't want you to fail and I feel sorry for you because even if you wanted to learn the knowledge and skills you require for this project . . . you wouldn't be able to do so fast enough to provide good performance.' This made me anxious but I didn't have the energy to fight back. I ended up wanting to leave that Branch for my emotional and psychological health" - Anonymous employee

Source: https://www.canada.ca/content/dam/ircc/documents/pdf/english/corporate/accessibility/2023-report-en.pdf

Small Group Breakout Rooms (10 min)

In groups of 8-10 discuss:

Based on the case study:

1. How can we create a culture of empathy and inclusion that encourages everyone, including those with disabilities, to thrive in challenging roles?

Small group facilitator take note & to share back with the large group 1 or 2 highlight from your discussion.

Evaluation

SAISIA - MCoS Module 4 (Part 1)
EDI with an Emphasis on
Accessibility (Jan 7, 2025)

Your Turn

Source:

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Regina SK S4R 3C1

Email Yordanos Education Coordinator: education@mcos.ca

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P: 721-MCoS (6267)

mcos.ca

감사합니다

Ameseginalehu

Arigato

Twi- Midwasi

Danke

Kinanaskomitin

NGIYABONGA

Jag tackar

Sas efharisto

Dziekuje

Dhanvvaad

Thenk ye

O se Grazie

Toda

Da blu

Gracias

Ugiwadong

Salamat

Mahadsantahay

IntumThaybeen

Khawp Khun

Thank you

Xie Xie

Tesekkur ederim

Merci

Dyakooyu

Multicultural Council of Saskatchewan
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