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January 19, 2021

Diversity and Inclusion

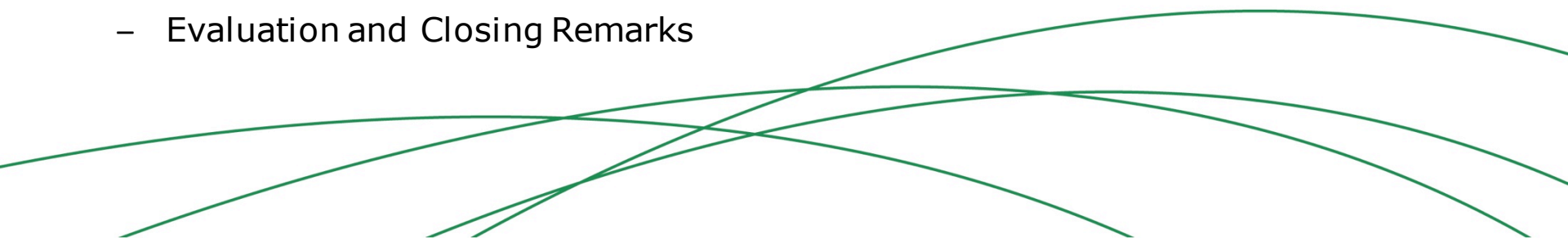
“Touching the Surface”

Shamira Madhany

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World Education Services

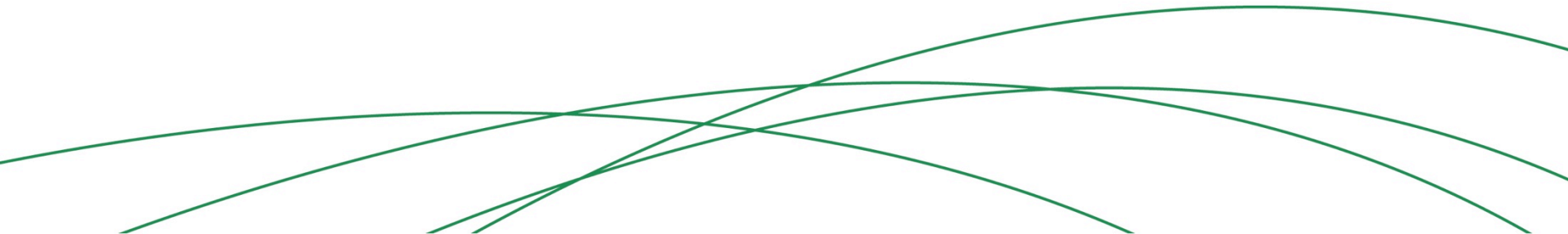
Agenda

- Welcome
 - Simulation and Debrief
 - Setting the Context
 - Orientation to Diversity, Inclusion, and Equity
 - Recognizing and Addressing Biases and Stereotypes
 - BREAK
 - Your Role as a Regulator
 - Steps to Becoming an Inclusive Organization
 - Evaluation and Closing Remarks
- 

Objective

To increase awareness of how stereotypes and unconscious bias may be barriers to fairness and equity

Simulation & Debrief



Setting the Context: Why Now?

- Declining birthrates and population
- Globalization/trade agreements
- Accessibility
- Diversity/inclusion/racial justice at the forefront
- Need for talent

Workplace/Marketplace Is Changing

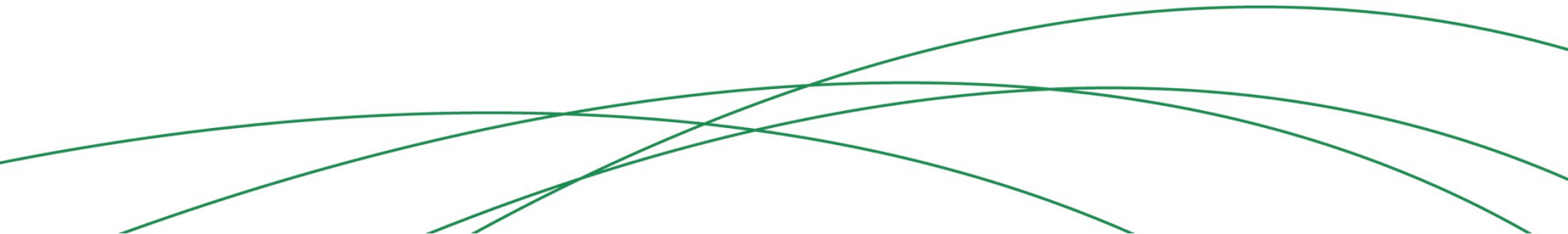
- Multi-generational workplace
- Multiple dimensions of diversity (gender, race, ability, sexual orientation, etc.)
- Sophisticated consumers

Orientation to Diversity, Inclusion, and Equity

- **Diversity:** A focus on the makeup of your workforce — demographics such as gender, race/ethnicity, age, sexual orientation, veteran status.
- **Inclusion:** An atmosphere where all employees can belong, contribute, and flourish. Requires deliberate and intentional action and enables diversity to thrive.
- **Equity:** Working toward fair outcomes for people or groups by treating them in ways that address their disadvantages or barriers.
- **Equality:** Treating everyone the same way, often while assuming that everyone also starts out on equal footing or with the same opportunities.



Recognizing and Addressing Stereotypes and Biases

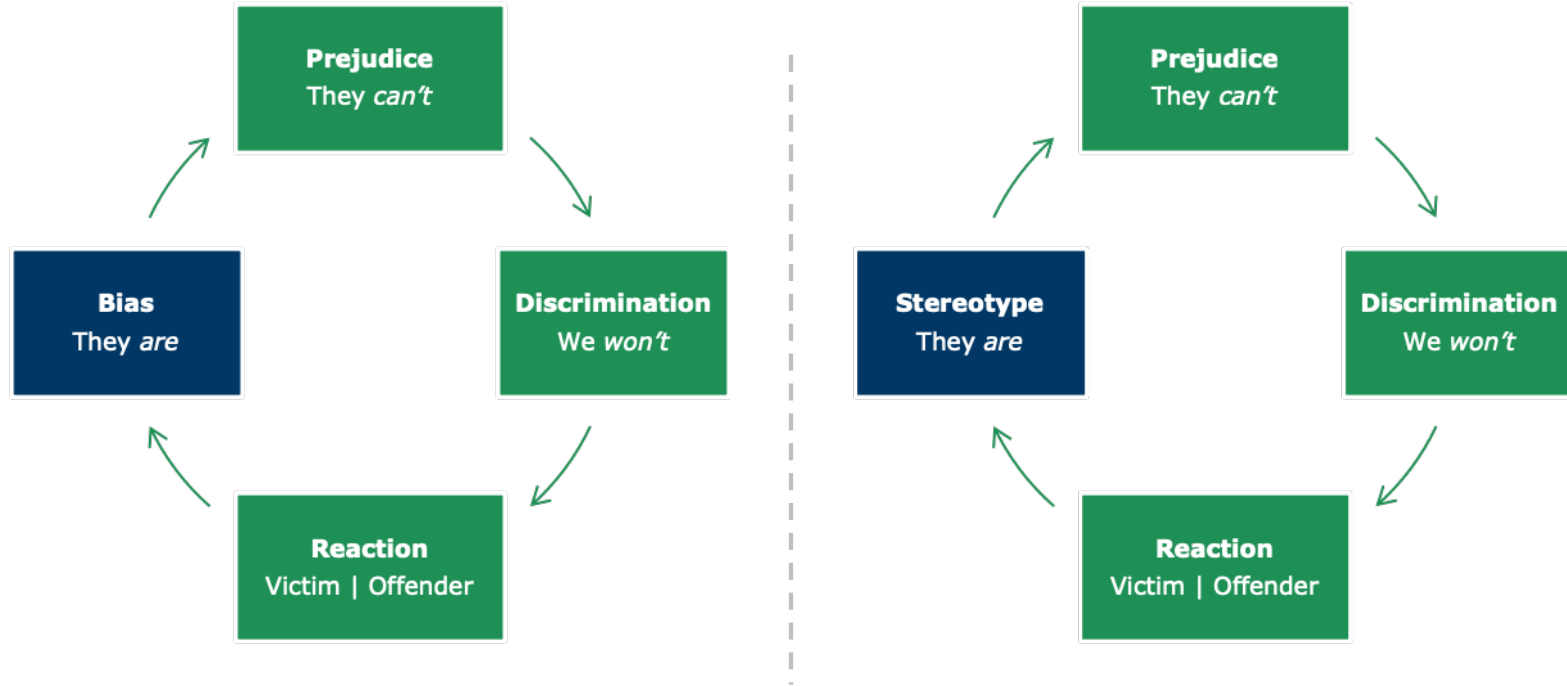


Waterline of Visibility



Source : Brook Graham; A dapted from Edward T. Hall's Cultural Iceberg Model (1976)

Breaking the Cycle of Biases and Stereotypes



Source: Canadian Centre for Diversity and Inclusion

Glossary of Terms

Stereotype: any commonly known public belief about a certain social group or a type of individual. Stereotypes are often confused with prejudices, because, like prejudices, a stereotype is based on a prior assumption. Stereotypes are often created about people of specific cultures or races.

Unconscious Bias: an implicit association, whether about people, places, or situations, which are often based on mistaken, inaccurate, or incomplete information and include the personal histories we bring to the situation.

Microaggression: a subtle, often unintentional, form of prejudice. Rather than an overt declaration of racism or sexism, a microaggression often takes the shape of an offhanded comment, an inadvertently painful joke, or a pointed insult.

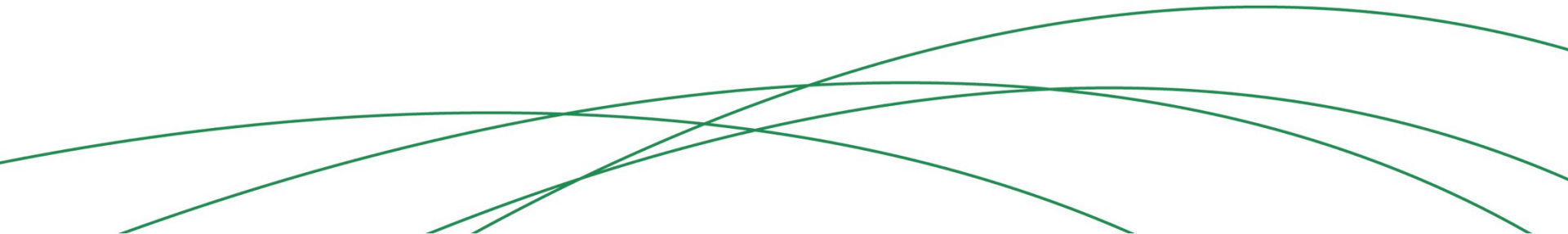
Discrimination: the treatment or consideration based on class or category rather than individual merit and that can be used to privilege (special treatment in favour of) as well as disadvantage (special treatment against) a particular group or individual.

Breaking the Cycle: Intention vs. Impact



Source: Aesop's Fables

Break



Role of Regulators

Balancing health and safety of citizens vs.
ensuring transparency, fairness, and equity



As a leader



As an individual contributor

Steps to Becoming an Inclusive Organization

Explore and set strategies for four cross-cutting themes:

- Competent and inclusive leadership
- Behaviour change
- Embedding racial equity and inclusion in everything the organization does
- Measuring progress



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THANK YOU

Need more information?

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