



DIVERSITY, EQUITY AND INCLUSION ESSENTIALS

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DIVERSITY essentials
Practical knowledge essentials in human sexuality, equity and inclusion

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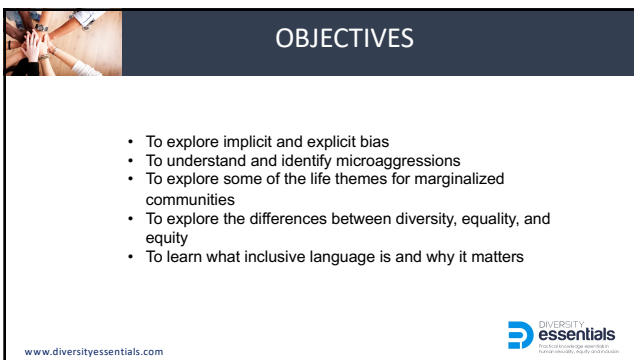
LAND ACKNOWLEDGEMENT

Why are land acknowledgments important?

Indigenous writer Selema Mills writes that land acknowledgments were inspired by the 94 recommended calls to action contained in the Truth and Reconciliation Commission of Canada (now known as the National Centre for Truth and Reconciliation), land acknowledgements are a necessary first step toward honouring the original occupants of a place. They also help Canadians recognize and respect Indigenous peoples' inherent kinship beliefs when it comes to the land, especially since those beliefs were restricted for so long.

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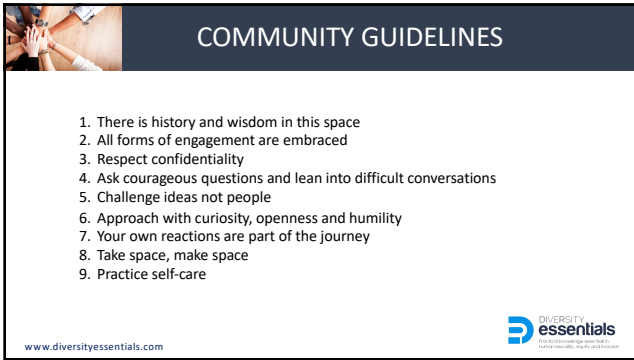


OBJECTIVES

- To explore implicit and explicit bias
- To understand and identify microaggressions
- To explore some of the life themes for marginalized communities
- To explore the differences between diversity, equality, and equity
- To learn what inclusive language is and why it matters

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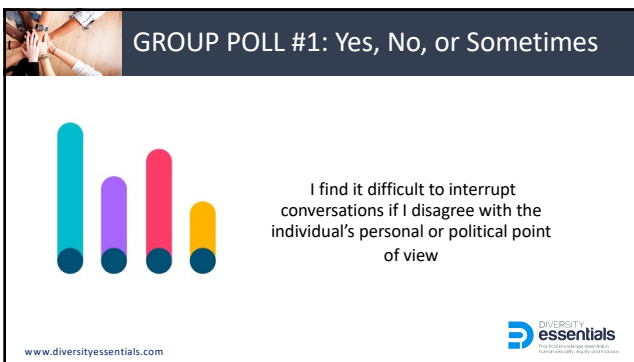
COMMUNITY GUIDELINES

1. There is history and wisdom in this space
2. All forms of engagement are embraced
3. Respect confidentiality
4. Ask courageous questions and lean into difficult conversations
5. Challenge ideas not people
6. Approach with curiosity, openness and humility
7. Your own reactions are part of the journey
8. Take space, make space
9. Practice self-care


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GROUP POLL #1: Yes, No, or Sometimes



I find it difficult to interrupt conversations if I disagree with the individual's personal or political point of view

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GROUP POLL #2: Yes, No, or Sometimes




It's uncomfortable for me to lead on equity topics like anti-racism, white privilege, connections to colonization, etc.


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GROUP POLL #3: Yes, No, or Sometimes




My own social biases may affect my abilities to identify and discuss the experiences of marginalized or minority populations

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QUESTIONS


I find it difficult to interrupt conversations if I disagree with the individual's personal or political point of view

It's uncomfortable for me to lead on equity topics like anti-racism, white privilege, connections to colonization, etc.

My own social biases may affect my abilities to identify and discuss the experiences of marginalized or minority populations

Of these questions, which ones stood out for you? Why?

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REFLECTION


Do you think it's important to keep talking about the topic of diversity, equity and inclusion? If yes/no/unsure, why?

- A reflection of, and positive aspect of our culture
- Improves our ability to adapt with our evolving world
- Diversity enriches our families and communities
- Inspires us to think beyond our own realities
- An indicator of an inclusive and welcoming environment

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RESISTANCE: Why resistance to change?

1. Disagreement on the analysis of the problem
2. Unique experiences that has not been sufficiently considered
3. When one feels disrespected
4. Feeling rushed


Instead we may:

- Do nothing
- Appeasement
- Sidetrack the conversation
- Terminate the discussion
- Become defensive
- We focus on positivity
- Engage in superficial discussions

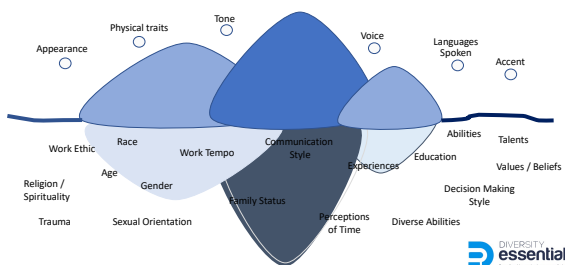
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PARTS OF OUR IDENTITY



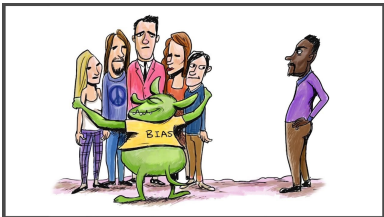
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IMPLICIT and EXPLICIT BIAS



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IMPLICIT and EXPLICIT BIAS

Where do you think biases come from?

How do you think implicit (unconscious) bias impacts social and professional relationships?



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MICROAGGRESSIONS

What are microaggressions? Are they truly micro in affect?



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MICROAGGRESSIONS

Microaggressions are defined as the everyday, subtle, intentional — and oftentimes unintentional — interactions or behaviors that communicate some sort of bias toward historically marginalized groups

Can you name some identity-based microaggressions that you've experienced? What did it feel like?



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INTERSECTIONALITY


Intersectionality

Legal scholar and professor Kimberlé Crenshaw explores the convergence of multiple disadvantages or types of oppression based on aspects of identity

“the interconnected nature of social categorizations such as race, class and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage”

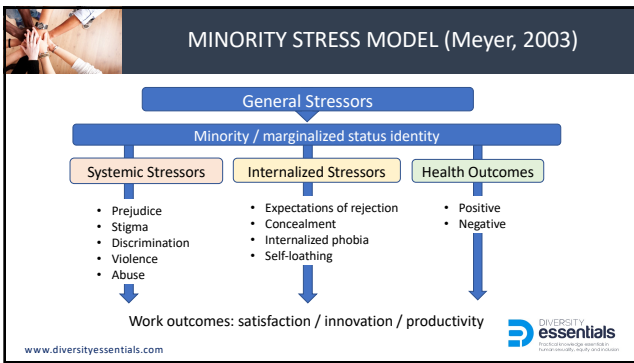


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Complete the following phrases:

I BELIEVE THAT DIVERSITY MEANS...

I BELIEVE THAT INCLUSION MEANS...

I BELIEVE THAT EQUALITY MEANS...

I BELIEVE THAT EQUITY MEANS...



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EQUALITY, EQUITY AND INCLUSION

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Inclusive Language – why does it matter?

1. Put people first
2. Use universal phrases
3. Recognize the impact of mental health language
4. Use gender-neutral language
5. Be thoughtful about imagery you use
6. Ask if you aren't sure

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Inclusive Language Examples

- ✓ The disabled/the handicapped = people with disabilities
- ✓ Boyfriend/girlfriend/husband/wife = partner/spouse
- ✓ Homeless = person without housing
- ✓ Mentally ill = has/lives with a mental illness
- ✓ Victim/survivor = person who has experienced....
- ✓ A young and diverse team = an effective and diverse team
- ✓ Homosexual = gay, lesbian bi-sexual
- ✓ Straight = heterosexual
- ✓ Policeman/Fireman = police officer/firefighter
- ✓ Addict = person with a substance use disorder

YOUR WORDS HAVE POWER

DID YOU KNOW ... Can you be inclusive? Can you take responsibility? Can you be reflective?
YOUR WORDS ... Can create an inclusive culture? Can generate kindness?

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THANK YOU

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