

To create change, we must shift from awareness to action



**Equity, Diversity & Inclusion
from Awareness to Action**



Are we really aware? Let's see!

EDI Awareness? BTW, is it EDI? EDII? DEI?



Confused

It's ok!

We all don't know what **we** don't know!



Employers/People who want to succeed

Talent/ People who want to succeed



Let's all think!
Who are we and what do we want?

How to help each other succeed?

How to become more diverse, Inclusive and equitable to each other?



I don't know.



Is it safe/OK to ask how?

Where to start from?

1- Why there are sometimes conflicts in workplaces with diverse teams?

Ask yourself what types of EDI integrated Policies and Procedures regulate your workplace environments and practices

2- I m a diverse employer, why my team doesn't seem to benefit from diversity?

Ask yourself how your diverse team feels everyday coming to work? What's your role in this experience?

4- Is it enough to be diverse?

What do you think? Of course not, So what else is important?

Important considerations!



The diversity that lacks genuine inclusion is often called “tokenism.” An inclusive workplace doesn’t just have a diversity of people present, it has a diversity of people **involved, respected, heard and trusted** by the business.

Diversity Vs Inclusion

3- Why should I offer different accommodations if I am already an equal employer. Equity or Equality?
What even the difference is?

Are you looking for inputs or outputs? Please ask yourself this question to answer the above

3- Why a diverse employer might still face retention challenges?

Ask yourself, are your diverse team represented in leadership teams? Do they have a voice in decision making process? Do they have equitable access to learning opportunities and career growth?

Other Challenges with diversity?

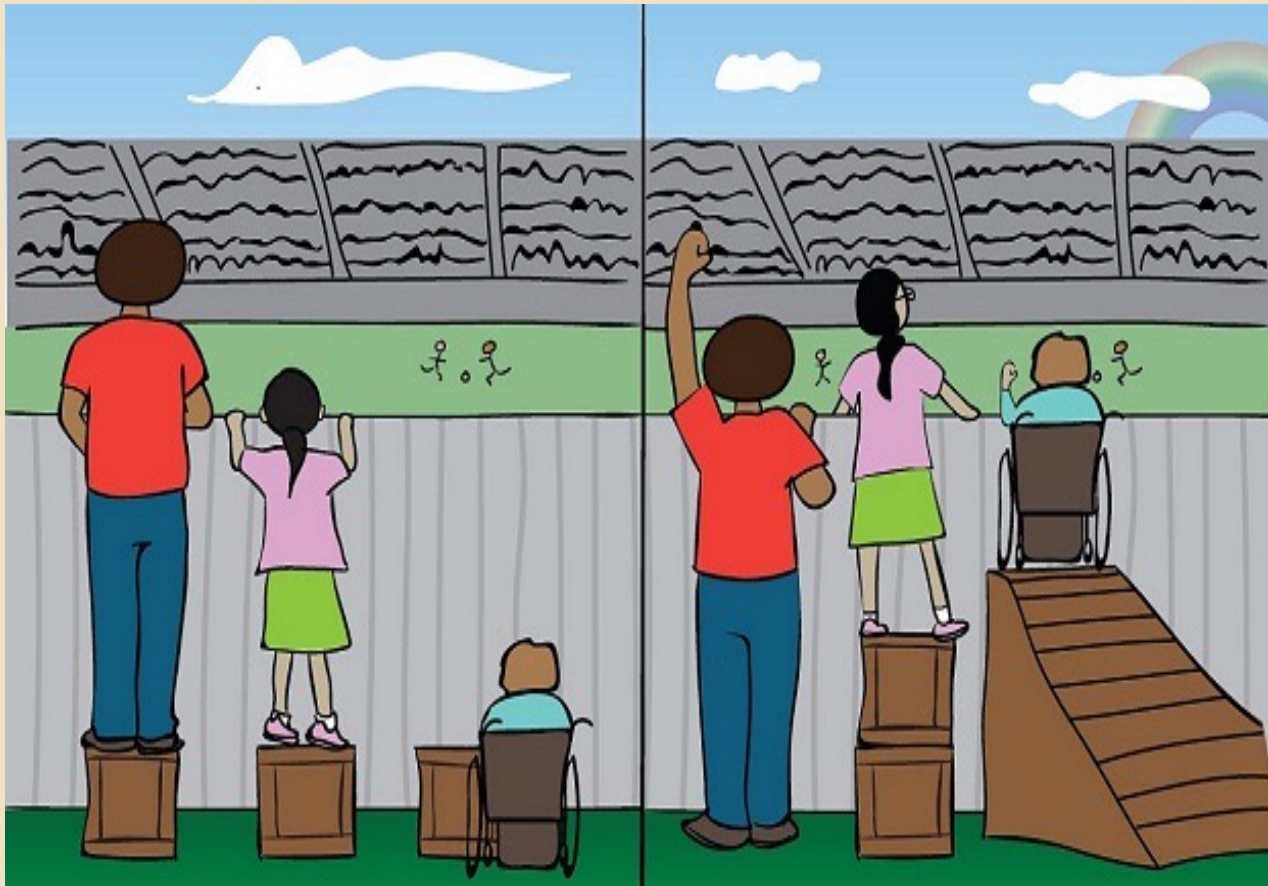


FIGURE 7 | Equality vs. equity in the short and long term



In this first image, it is assumed that everyone benefits from the same support. They are being treated **equally**.



Individuals are given different support to make it possible for them to have equal access to the view. They are being treated **equitably**.



All three can see the view without any support because the cause of inequality was addressed. The systemic barrier has been **removed**.

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Equity Vs. Equality Vs. Empowerment

DIVERSITY, EQUITY & INCLUSION



DIVERSITY ASKS

WHO
— IS IN —
THE ROOM



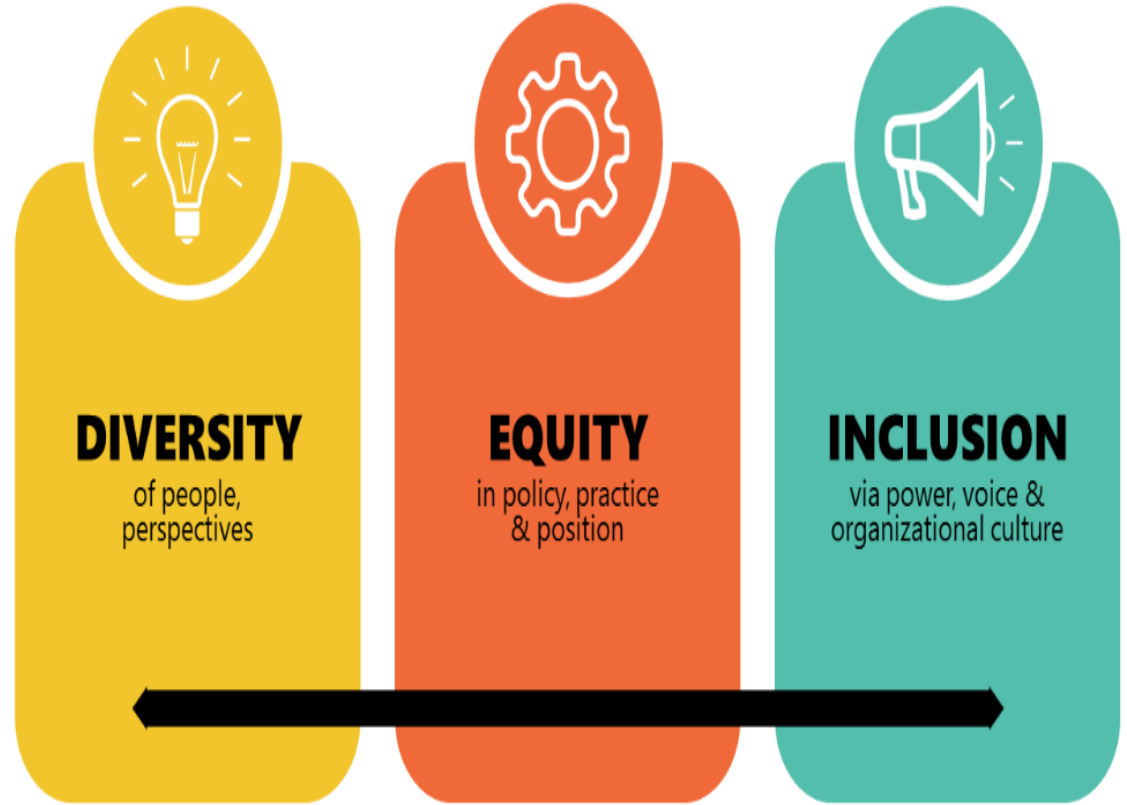
EQUITY ASKS

WHO IS
— TRYING TO —
GET IN THE ROOM
BUT CAN'T



INCLUSION ASKS

— HAVE —
EVERYONE'S
IDEAS BEEN
HEARD



EDI, DEI, EDII. We need to do it all!

■ Do you think market share? Increase in marketing opportunities?

If potential employees or customers see that a company represents a diverse workplace, it makes them feel like they can relate to the company more. Company that have representation of the community population, i.e. mature-aged, disabled people , or ethnically diverse people encourages promotes a positive reputation, increases marketplace awareness, and generates a more diverse client-base

■ Do you think global connections/ International markets? Improved cultural awareness is the answer

A diverse range of cultures within the workplace allows companies to deal with the different nuances within a global marketplace. If a company does business with China, for example, having an employee who can speak Mandarin is an asset and can lead to improved workplace relations

■ Do you think increased retention rate/ decrease in turnover costs?

Inclusive and equitable workplaces encourage more diverse applicants to apply, stay, belong and grow the business

■ Do you think Increased productivity and creativity?

A diverse and an inclusive workplace allows for more ideas and processes. This diversity of talent means a broader range of skills among employees, as well as a diversity of experiences and perspectives which increases the potential for increased productivity

As various cultures and backgrounds work together, the opportunity for increased creativity exists. This is because there are more people with differing perspectives and solutions to problems, allowing for a greater chance of a workable solution to a workplace problem.

Why do employers need to do it all?



**NOW THAT WE KNOW,
WHAT WILL WE DO?**

**Isn't knowing/ Awareness enough to make
us do better?**



**Understand your EDI current profile is a key.
Knowing your EDI targeted profile is your door to success**

We are here!



We want to be there



Immigrant Services

Diversity
How to recruit talents that represent our community ?

Traditional Policies
"Best fit" Hiring Approach

EDI integrated policies
Inclusive Hiring practices & connection to diverse pipelines

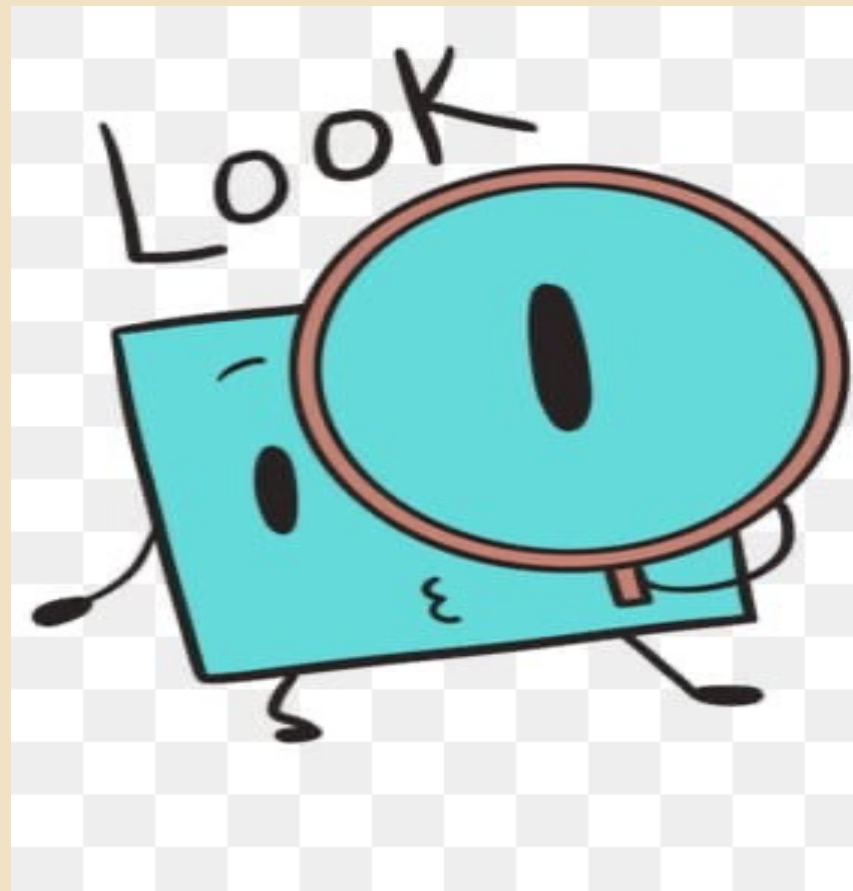


Inclusion & Growth
How to retain diverse talents?

One team, One Culture- Comfort Zone
Leaders don't represent our communities

Diverse Culture is a stronger culture
Leaders bring innovative leadership approaches

But how?



Let's have a look!

Recruitment and Selection Policy



The purpose of this policy is to set consistent standards that define the key principles, scope, roles and responsibilities that are associated with the Recruitment and Selection of talent.

VS.



The purpose of this Policy is to set a consistent and equitable standards that define the key principles, scope, roles and responsibilities that are associated with the Recruitment and Selection process and that support the organization's vision on expanding and diversifying its qualified talent pool so the organization's could meet successfully its current and future changing corporate needs.

Best fit Vs. EDI integrated policies
Diverse talented team

Inclusive Hiring Practice

1) Adding an opening statement:

We are committed to contribute to a systemic change in equity, diversity, and inclusion in the X industry. X is proud to be an equal opportunity employer. We commit to identify, prevent, and eliminate discrimination and harassment in all its forms with respect to race, colour, ancestry, place of origin, physical or mental disability, sex, gender identity or expression, sexual orientation, age, religion, political belief, marital status or family status of that person or that group or class of persons. We are further committed to compliance with all fair employment practices relating to citizenship and immigration status. In recruiting for our team, we want to know more about the collective sum of your experiences, knowledge, innovation, self-expression and talent that you invest in your work. We encourage members of designated groups and Indigenous Peoples to self-identify and apply

2) Change the wording on a job posting

- Completion of post-secondary degree or diploma or equivalent experience. **Internationally trained professionals and/or applicants with equivalent international experience are welcomed to apply.**

More appealing/welcoming Job Postings

Workplace Inclusion Charter

possible
made here.



More support?



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