DiversiPro
The Diversity Professionals™

Learning Guide
IDEA Fundamentals™

Inclusion, Diversity, Equity, Anti-Racism

Materials for exclusive use in the IDEA Fundamentals™
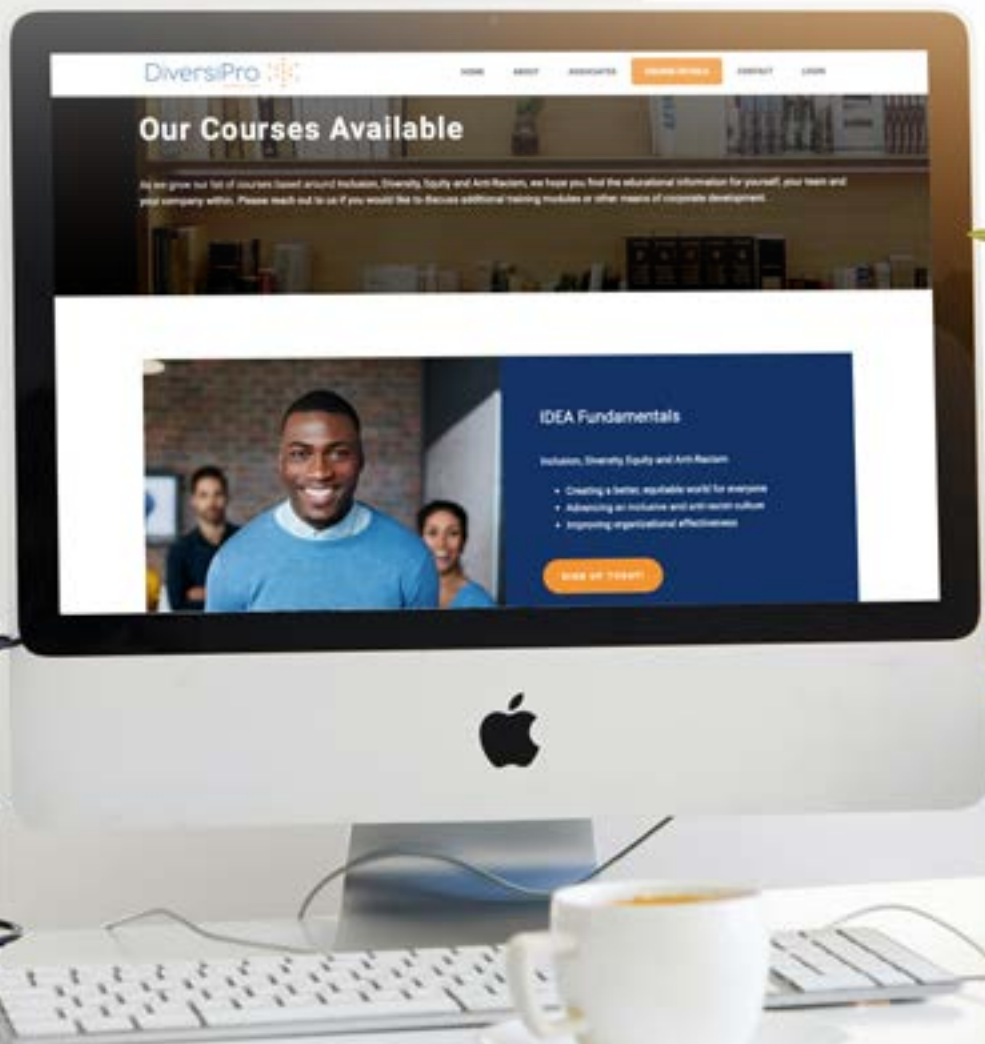e-learning course offered by DiversiPro ©2022 DiversiPro Inc.

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Learning

Module 1
Introduction

Activity 1: Your Why

What is your reason for engaging in IDEA?

Why is this personally important to you?

Record your insights below.

Module 2
Inclusion
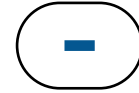
Activity 1: Project meeting

1. What message do I get in the first scenario when you try to make me feel included? What do I think and feel when I am welcomed, introduced to the team, asked for input, and invited for lunch? How would that impact my behaviour?

Record your thoughts below.

The message given is:

This would make someone think and feel:

This is how someone is likely to behave after being treated this way:

2. What is the message that I get in the second scenario when you subtly try to make me feel excluded? What do I think and feel when I am ignored or interrupted, and I have no way of knowing what you are talking about? How would that impact my behaviour?

Record your thoughts below.

The message given is:

This would make someone think and feel:

This is how someone is likely to behave after being treated this way:

Module 3
Diversity

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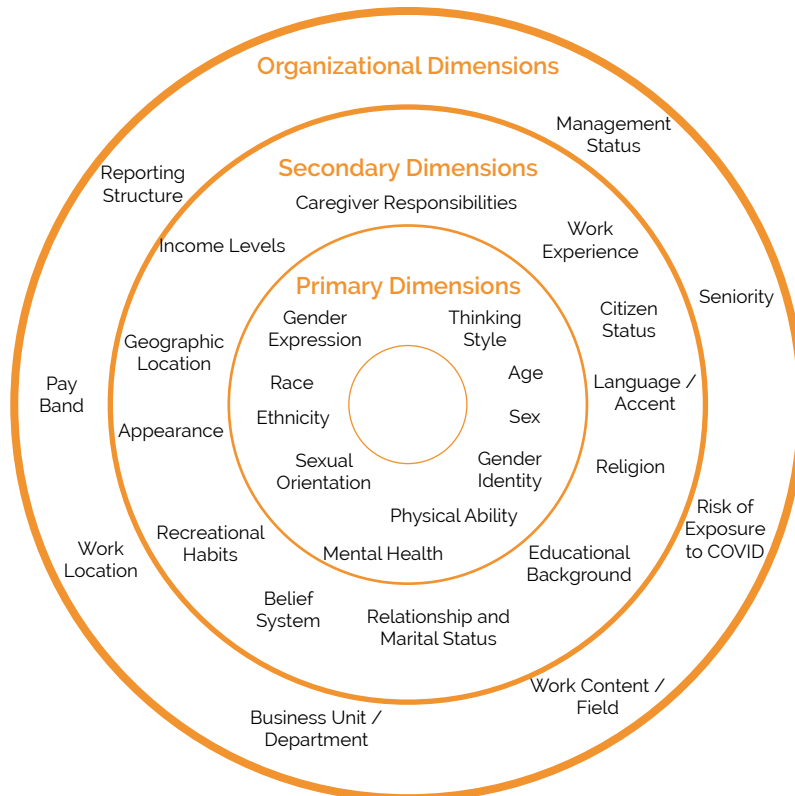## Activity 1: Dimensions of Diversity

Putting IDEA - Inclusion, Diversity, Equity, Anti-racism - into practice requires us to develop a level of self-awareness and understanding of our identities. Here are the instructions for this activity:

Look at the image below and choose FIVE dimensions of diversity that reflect who you are AND impact you the most in the workplace.
Answer the three reflection questions below.

Organizational Dimensions

Management Status

Reporting Structure

Secondary Dimensions

Caregiver Responsibilities

Income Levels

Work Experience

Primary Dimensions

Citizen Status

Seniority

Geographic Location

Gender Expression

Thinking Style

Pay Band

Race

Age

Language / Accent

Appearance

Ethnicity

Sex

Sexual Orientation

Gender Identity

Religion

Physical Ability

Risk of Exposure to COVID

Work Location

Recreational Habits

Mental Health

Educational Background

Belief System

Relationship and Marital Status

Business Unit / Department

Work Content / Field

Adapted from "Diverse Teams at Work: Capitalizing on the Power of Diversity"
by Lee Gardenswartz and Anita Rowe

My five dimensions are:

1. Why have you chosen these specific dimensions and how do they impact you at work? Think about how they could have influenced your opportunities, your approach to work and your colleagues, and also how you have been treated in the workplace.

Record your thoughts below.

2. When was the last time you had to think about any of the primary dimensions of diversity - e.g. your race, ethnicity, gender identity, physical ability, or age? What provoked you to think about it or acknowledge it?

Record your thoughts below.

3. What do your answers tell you? What is the most valuable insight you have gained from this activity?

Record your thoughts below.

Module 4
Equity
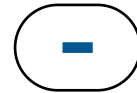
Activity 1: Equality vs Equity

A picture is worth a thousand words. The following infographic illustrates the difference between the concepts of equality and equity. Take a look at it and answer the questions below.

Copyright 2017. Robert Wood Johnson Foundation. Used with permission from the Robert Wood Johnson Foundation

1. What is the main idea here? What is the difference between equality and equity?
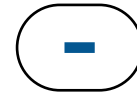
Record your answers below.

2. Equality and equity are both about fairness but they take different approaches to achieve it. What is one example of a strategy, action, intervention, or program that prioritizes equity in the workplace?

Module 5
Anti-racism

Activity 1: The Pervasive Reality of Anti-Black Racism in Canada

The truth is that we still have a long way to go toward achieving equity for people in Canada. Read this summary of research completed by BCG in partnership with CivicAction during the summer of 2020 - [The Pervasive Reality of Anti-Black Racism in Canada](#) and reflect on the text.

1. What struck you the most? What data impacted your understanding of racism?

Record your thoughts below.

Module 6
Organizational practices

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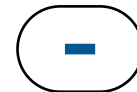
Activity 1: Your workplace

Now that you are familiar with the <u>six key areas an organization</u> has to address on its IDEA journey, let's look at your workplace.

Part 1:

1. Think about your current or past workplace. Which of the areas is an example of organizational strength?

> Leadership
> Human Capital
> Workplace Environment
> Stakeholders Connections
> Marketing and Communications
> Programs/Services

2. What are some specific factors that make it a **strength**? What are you doing well as an organization? Record two or three organizational practices or actions below.

3. In which areas does your organization have the biggest **gaps**?

> Leadership
> Human Capital
> Workplace Environment
> Stakeholders Connections
> Marketing and Communications
> Programs/Services

4. What are some specific things that you would like to be changed? What is a priority for you? Record your thoughts below.

Part 2:

Who you are often impacts your perspective on what works and what doesn't work in an organization. Identify one colleague you can talk to and see what they think. Be intentional in who you choose - approach someone who is different from you and might have different insights.

Explain to them what you are learning and ask if they are willing to share their perspective.
- In your colleague's opinion, which of the 6 areas are organizational strengths in your workplace?
- In which areas does your colleague believe your organization has the biggest gaps and what would they like to see changed?

Record their answers below.

INSIGHTS FROM YOUR COLLEAGUE

Area	Strength	Biggest Gaps
Leadership		
Human Capital		
Workplace Environment		
Stakeholders Connections		
Marketing and Communications		
Programs/Services		

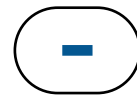What would your colleague like to see changed?

YOUR REFLECTION

Reflect on the differences and similarities in your answers. What is the biggest insight from this activity?

Record your thoughts below.

Module 7
Your areas of influence

Activity 1: Your commitment

Now that you know more about the six key areas of IDEA work, think again about your areas of influence.

1. In which of them can you do something to effect change?

> Leadership
> Human Capital
> Workplace Environment
> Stakeholders Connections
> Marketing and Communications
> Programs/Services

2. What are some specific things you can do in your areas of influence? What actions can you take now to advance IDEA? What do you commit to doing?

Write down your commitments below. These could also include further learning about different aspects of IDEA.

Final reflection

1. What is the most valuable thing you take from this course?

Key Definitions
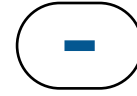
Anti-racism: A framework and set of policies and practices that actively oppose racism and promote racial equity. It is an "Active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably."[1]

Diversity: The variety of similarities and differences among people that impact their experience in society and the workplace. These differences and similarities are called dimensions of diversity and can include anything that has been used to differentiate groups and assign them unequal value in society. For example, gender, ethnicity, race, indigenous identity, age, physical ability, sexual orientation, immigration status, and many more. See page 5 for more examples of dimensions of diversity.

Equity: Equity is about systemic fairness. It involves identifying and eliminating structural and attitudinal barriers that prevent people and groups in society from participating fully and achieving equal outcomes. "Equity recognizes the historical factors that have created the social conditions of disadvantage for specific groups while creating the conditions of advantage for other groups."[2] It is different from equality which aims to achieve fairness through treating everyone the same and not accounting for different needs, circumstances and systemic inequities.

IDEA: With the rise and increased attention to anti-Black, anti-Indigenous and Anti-Asian racism, the times demand that racism be directly addressed. DiversiPro uses this term deliberately to centre anti-racism as an important element of any effort to create an inclusive, diverse and equitable workplace.

Inclusion: It is an experience and an ongoing effort. It is a state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization. Inclusion ensures fair access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, heard, engaged, motivated, and valued for who they are.[3]

1 NAC International Perspectives: Women and Global Solidarity

2 Equity Literacy Institute

3 Adapted from Global Diversity, Equity & Inclusion Benchmarks: Standards for Organizations Around the World © 2021 Yvonne (Nene) Kegomoditswe Molefi, Julie O'Mara, and Alan Richter. Used with permission. All Rights Reserved.

Intersectionality: A theory developed by Kimberlé Crenshaw that captures the unique types of discrimination and oppression experienced by people with multiple marginalized identities. Identities like race, gender, and class overlap and intersect resulting in unique challenges for individuals and groups. For example, Black women experience oppression related to intersections of race and gender that is greater than the sum of experiences of racism and sexism considered separately.

Oppression: A set of policies, practices, traditions, norms, cultural messages, and prejudices that systematically exploit one group to the benefit of another. This imbalance of power is historical, pervasive, and embedded in the fabric of society. It is clearly visible in its institutions like education, media, finance, and policing. Examples of oppression include **racism** that exploits People of Colour; classism that exploits people with less financial resources, **sexism** that exploits women, transgender, non-binary, genderfluid, and gender nonconforming people; **heterosexism** that exploits the LGBTQ2S+ community, **ableism** that exploits people with disabilities, and **colonialism** that exploits Indigenous Peoples.

Privilege: it is a collection of unearned rights and advantages granted to some social groups because of their membership in that group at the expense of others. For example, an able-bodied person can make traveling plans without having to consider the accessibility of the route, means of transport and accommodation. This is an example of able-body privilege.

> **White Privilege:** The set of social and economic advantages that White people have by virtue of their race in a culture characterized by racial inequality. White privileges are the relative advantages racism affords to people identified as White, whether White people recognize or deny them. To be White is to be afforded one's individuality. Afforded the presumption of innocence. Afforded the assumption of intelligence. Afforded empathy when crying or raging. Afforded disproportionate amounts of policy-making power. Afforded opportunity from a white network. Afforded wealth-building homes and resource-rich schools. Afforded the ability to vote quickly and easily. Taught to see racism only in individual acts of meanness and not in invisible systems conferring dominance upon them. (Merriam-Webster, Ibram X. Kendi, and Peggy McIntosh).

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Racism: "An ideology that either directly or indirectly asserts that one group is inherently superior to others. It can be openly displayed in racial jokes and slurs or hate crimes but it can be more deeply rooted in attitudes, values, and stereotypical beliefs. In some cases, these are unconsciously held and have become deeply embedded in systems and institutions that have evolved over time. Racism operates at a number of levels"[4]. Racism is systemic and its various levels - **individual**, **institutional**, and **societal** - interact and operate together as a whole.

Modern capitalist societies are built on systemic racism through the dispossession of Indigenous lands, exploitation of African peoples' labour and bodies, and management of racialized groups of people through discriminatory laws.

Systemic racism is evident in all facets of society including the criminal justice system, health, education, and media. Systemic racism is persistent and pervasive leading to and maintaining social inequalities across generations of marginalized groups, evident in poor health outcomes, over-incarceration, and lack of professional opportunities.

> **Anti-Black Racism** is defined as policies and practices rooted in Canadian institutions such as the media that mirror and reinforce beliefs, attitudes, prejudice, stereotyping, and/or discrimination toward Black, African and Caribbean people.
>
> Anti-Black racism is rooted in their unique history and experience of enslavement and its legacy. Anti-Black racism is deeply entrenched in Canadian organizations, institutions, media, policies, and practices, to the extent that it is either functionally normalized or rendered invisible to the larger White society.
>
> Anti-Black racism is manifest in the current social, economic, and political marginalization of Black, African and Caribbean people, which includes unequal opportunities, lower socio-economic status, and disproportionate exclusions from executive positions.
>
> Black (with a capital B) is an umbrella term for anyone of African descent, regardless of nationality. Black is appropriate to use when referencing the general Black experience.
>
> **Anti-Indigenous Racism.** The history of Canada reveals social policies and practices that secured a white supremacist nation state along with a legacy replete with deadly relations

4 Ontario Human Rights Commission

with its racial Others. Anti-Indigenous racism pertains to the distinct forms of racism and colonialism experienced by Indigenous people in Canada. It calls attention to the specific laws and practices that led to the segregation in education, housing, and employment experienced by Indigenous people and contends that any understanding of the challenges faced by Indigenous peoples must be located within the wider narrative of White supremacy.

This is best understood through overt acts of racism in Canada, such as what has become known as the "Sixties Scoop", when Canadian child welfare authorities in the 1960s up to the 1980s removed high numbers of Indigenous children from their parents, extended family, and communities and placing them with non-Indigenous families. In 1980, it was estimated that 38% of children in out-of-home care in Canada are Indigenous. However, Indigenous children comprise only 5% of the children in Canada. (Razack et al., 2010). The Indian residential school system is another striking example of deadly colonialism steeped in discourses of white supremacy.

Indigenous is an umbrella term which comprises the First Nations, Inuit, and Métis. Indigenous people assert that their sovereign rights are valid, and point to the Royal Proclamation of 1763, which is mentioned in the Canadian Constitution Act, 1982, Section 25, the British North America Acts and the 1969 Vienna Convention on the Law of Treaties (to which Canada is a signatory) in support of this claim.

White Supremacy: White supremacy is rooted in the erroneous ideology that White people are a superior group. White supremacy is evident in organizational cultures, workplace policies, practices, and business decisions that exclude Black, Indigenous and Racialized groups from professional, educational, and other opportunities.

White supremacy is masked in the language of "meritocracy" and "individual hard work" resulting in structural advantages, privileges, and power for White groups
who disproportionately occupy jobs, positions of authority in governments, corporations, and private businesses. White supremacy is instrumental in the perpetuation of systemic racism across institutions, and endemic in Canadian media where predominantly older White men and some White women are invested in maintaining their power and dominance, which denies equal access to Indigenous, Black, and Racialized people to journalism as a profession, and specifically, to Executive Leadership and Editorial Boards.

About DiversiPro

DiversiPro is a Canadian Black-owned and led IDEA consulting firm with +20 years of hands-on experience advising over 500 clients across sectors. Our train-ing programs help clients lead and sustain organizational change, advancing IDEA. Our approach is systems-driven, developmental, evidence-based, learner-centric, and rooted in adult education principles. We build IDEA capabilities of leaders, teams, and individuals. "Please contact us directly at: info@diversipro. com. Learn more about IDEA and DiversiPro's other services, activities and resources at www.diversipro.com.