

Equity, Diversity and Inclusion

A Cross-Sectional Overview of EDI



Objectives

Understand:

- the EDI landscape in professional organizations and services
- Understanding equity, diversity and inclusion
- the interaction between EDI and experience in a diverse environment
- issues that impact equity, diversity, and inclusion in your environment;
- equity for underrepresented groups
- how to foster a welcoming, inclusive and equitable environment



Introduction to EDI

- EDI encompasses strategies, action plans and measures an institution takes to create a more welcoming environment for members of underrepresented identity groups.
- Acknowledgment of the changing demographic milieu in community and organizational settings
- Commitment to social justice, equity, diversity, and inclusion,
- opposition to and action to address racism, oppression, and discrimination
- Acknowledgment of systems and structures of inequity that result in oppression and marginalization of underrepresented identity groups.

Reflection Questions

- What do the terms equity, diversity, and inclusion mean?
- **Equity or Equality:** Experiencing equality vs equity?
- **Inclusion and Exclusion:** Impacts of Inclusion and Exclusion?
- Measures towards creating a sense of belonging for everyone: How can I help others to feel included and valued?

Let us contextualize these questions

- Is EDI an outcome—a certain percentage of clients/people of color, a certain number of programs—to be checked off a list or is it a holistic process toward better practices?
- **EDI Awareness** – Are professionals aware about the relationship between the climate of professional practice and inclusion?
- **EDI Values** - Have equity, inclusion and social justice education been integrated into physiotherapy practice?
- **EDI Competencies** - Do physiotherapy practitioners have skills and competencies related to sensitivity to race/ethnicity and social justice? Do they approach their role through EDI-informed lens?



Embedding EDI into Systems and Structures

- Enacting practices that disrupt and eliminate inequities
- Adapting organizational culture, structure, and dynamics
- Establishing clear plans for embedding EDI into the organization's policies and practices

Commitment to Equity, Diversity, and Inclusion

- creating, supporting and maintaining a working environment that is free from discrimination, harassment, intimidation, bullying and disrespectful behaviour.
- striving to adapt professional practice to reflect the diversity of Canadian society.
- assuring that practices meet the needs of the diverse communities they serve in Canada

Equity, Diversity and Inclusion Goals

- Compositional diversity – creating inclusive and representative service systems
- Transformation - integrating EDI values and principles into policies and practices, and all areas of experience
- Inclusivity- EDI-informed practices in service delivery
- Practice standards that are responsive to the changing demographics and the service landscape

Progress on EDI work: Key Questions

- Has your organization developed a common definition and understanding of EDI?
- Does the association have a mission-centered case for EDI?
- EDI strategic planning
- Structural and compositional diversity
- Strategic EDI infrastructure
- EDI education and professional development
- Climate, culture and readiness for EDI transformation
- Hiring practices

EDI Leadership

- identify, analyze and monitor systemic issues and to act as an advocate for change;
- provide a space for identifying and addressing EDI concerns;
- collection and publication of equity and diversity-related data; and;
- promote on-going education on and awareness of EDI



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Understanding Equity, Diversity and Inclusion

How each concept is addressed

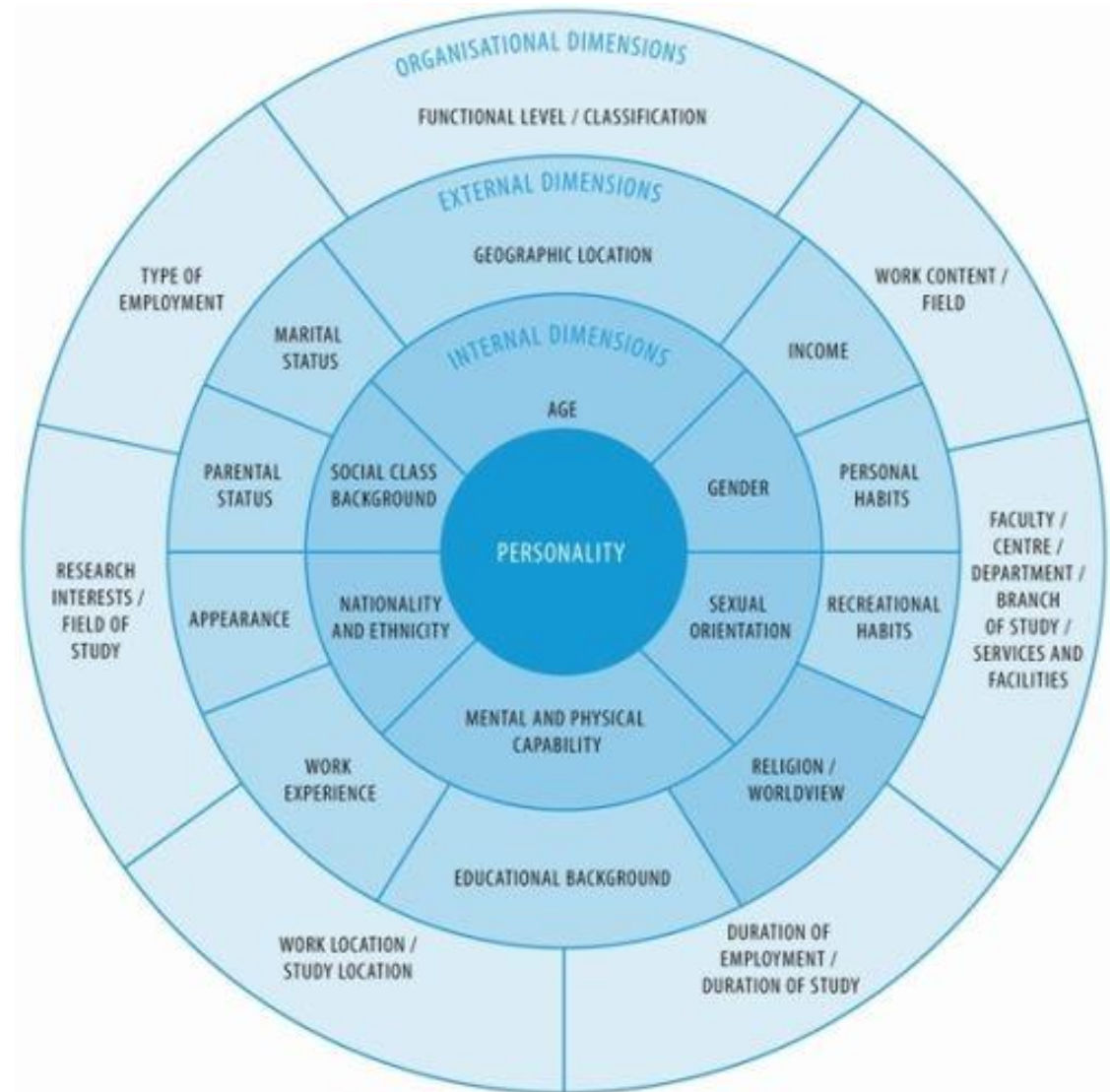
- Increasing compositional diversity within the organization by changing hiring practices
- Creating a culture that is welcoming for all identities
- Making access to opportunity and resources equitable

Diversity

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance.

NEA Handbook (2008) Diversity. <http://www.nea.org/tools/diversity-toolkit-introduction.html>

Dimensions of Diversity





Understanding Diversity

- **Diversity** - a multidimensional, broadly inclusive concept that acknowledges and embraces the breadth and richness of human differences.
- **Underrepresentation** - Refers to people who are underserved, denied access to opportunity or who are marginalized due to any number of factors including socio-economic conditions.
- **Visible minority** - refers to whether a person belongs to a visible minority group as defined by the Employment Equity Act and, if so, the visible minority group to which the person belongs.

Dimensions of Diversity: Issues and Contexts

- Race/Ethnicity – prejudice, discrimination, bias, stereotypes
- Mental Health –access and equity for people with MH difficulties
- Ability/Disability – equity considerations
- Nationality – “othering”, discrimination, prejudice, microaggressions
- Sexual orientation/Gender Identity/Expression
- Religion/Spirituality – e.g. Islamophobia
- Age – discrimination
- Weight – bias, stereotypes
- Socio-economic status – equity considerations
- Multiple oppressions and barriers - overlapping disadvantages and discrimination related to sexism, racism etc

Addressing Dimensions of Diversity

- EDI work involves examining and addressing issues associated with dimensions and expressions of diversity: Age, Gender, Religion, Sexual Orientation, Race, Ethnicity, Class, Disability, and Nationality.
- EDI work focuses on exploring these dimensions of diversity through policy interventions, advocacy, educational workshops, awareness campaign events, speaker series dialogues, among others.

Equity



- Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources.

Equity Issues

- Equity in mental health - how organizations and service providers can support the emotional well-being of underrepresented clients
- Does your organization provide equitably for people with disabilities, LGBTQ2S+, gender minorities etc?
- What provisions are in place for underrepresented groups?
- How are we addressing identity imbalances in hiring, and organization's compositional demographics?
- Do institutional policies and practices promote equity or equality?
- How should a unit address equity issues?

Addressing Equity Issues

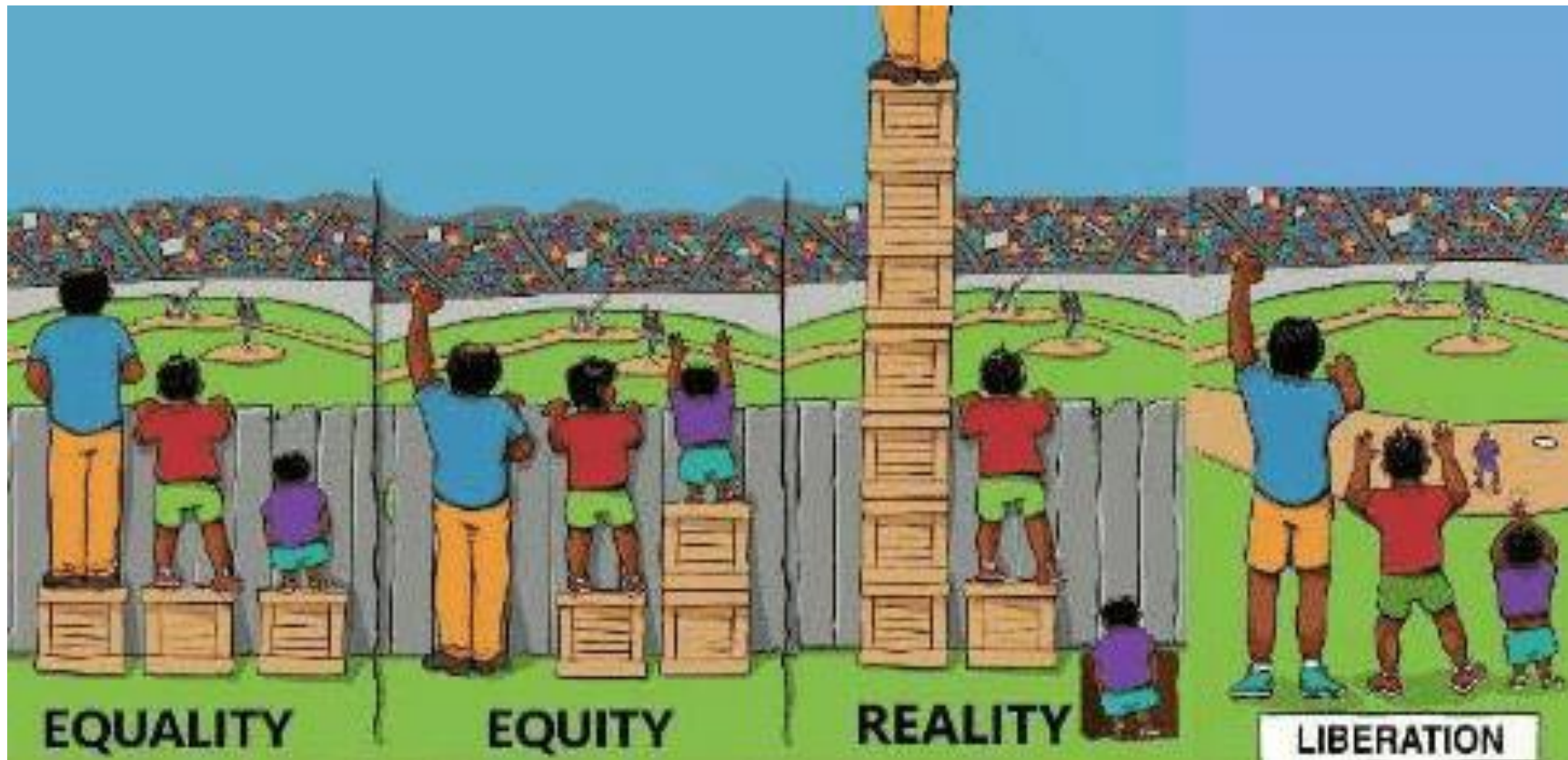
- Willingness to look at student outcomes and disparities at all educational levels disaggregated by race and ethnicity, socioeconomic status...
- Acknowledgment of the unequal educational outcomes of groups that have historically experienced discrimination and marginalization.
- Recognizing the aspirations and struggles of visible minority students who are underserved by the current system.
- Fairness in resource allocation of educational resources to students who have greater needs due to the systemic shortcomings of the system in providing for them.
- Focusing on the elimination of entrenched biases, stereotypes, and discrimination in education
- Intentional critical deconstruction of structures, policies, practices, norms, and values assumed to be race neutral



Analytics and Equity

- Broadly defined, use of analytics is the intentional collection and analysis of data within the institutional or organizational context in order to understand and optimize equity (Long & Siemens, 2011).
- In terms of equity in education, stakeholders must broaden their definition to include more than access (Aguilar, 2018).
- Equity is defined as access, opportunity, and advancement for all persons to eliminate race, income and other socio-economic factors as predictors of service delivery standards.

Equality vs Equity



Inclusion

- Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.
- Inclusion ensures differences are welcomed, different perspectives are respectfully heard, and every individual feels a sense of belonging.

Inclusivity

- Service delivery inclusivity encompasses many issues related to gender, race, ethnicity, class, sexual orientation, physical ability, SES, and religion.
- Perceptions of the inclusivity overall
- Experiences and interactions within the service delivery workplace environments
- Experiences and interactions shaped by social identity differences
- Perceptions of response to non-equitable and non-inclusive practices
- Changes needed to make your system more welcoming and inclusive for all

Climate for Inclusivity

- Climate generally refers to attitudes and perceptions about the institutional environment (Kuh, 1990; Veccaro, 2014).
- Climate includes the current attitudes, behaviors, and standards and practices within an institution (Rankin and Reason, 2008)
- Examining and assessing an organizational climate is important for practitioners and leaders to better understand the attitudes, feelings, and beliefs of their client populations (Veccaro, 2014).
- Examining climate is a motivator for change in institutions (Harper & Hurtado, 2007; Hart & Fellabaum, 2008).

Why does climate matter?

- Climate is the real or perceived quality of interpersonal and professional interactions and consists of “the current attitudes, behaviors and standards of managers, staff, and practitioners concerning the level of respect for individual needs, abilities and potential” (Hurtado, 1992; Rankin, 2001).

Factors Affecting Campus Climate: Issues

- Racism
- Sexism
- Homophobia
- Isolation
- Institutional ethos

Climate Related Practice Factors

- Respect
- Conflict
- Diversity Interest – awareness and interest in EDI values
- EDI Engagement
- Diversity Exposure.

What is our ideal inclusive climate?

- An ideal climate is an environment that protects individual expectations aspirations, advances mutual respect and promotes inclusivity in the workplace.
- Conditions for an ideal climate include:
 - Everyone feels respected.
 - Everyone believes they are valued.
 - Everyone believes their contributions matter.
 - Individuals perceive their work or classroom environment as welcoming and fair.



Climate Surveys

- How clients experience the service delivery environment influences both trust and outcomes
- Discriminatory environments have a negative effect on clients
- Services are well received in healthy practice environments, free of the negativity of discrimination, where inclusion and respect for diversity is the daily norm.

The EDI Context: Highlights on Equity and Inclusion

The Context of Diversity Equity and Inclusion

- The complex interplay of diversity, identity, power imbalances and privilege;
- Implications of diversity and the role of identity in formal relationships
- Issues associated with the multiple social identities in our experiential environment - gender, religious affiliation, sexual orientation, race, ethnicity, SES etc
- Practices and experiences that create a non-inclusive and inequitable institutional cultures and climates



EDI: Implications of Changing Demographics

A Profile of Diversity

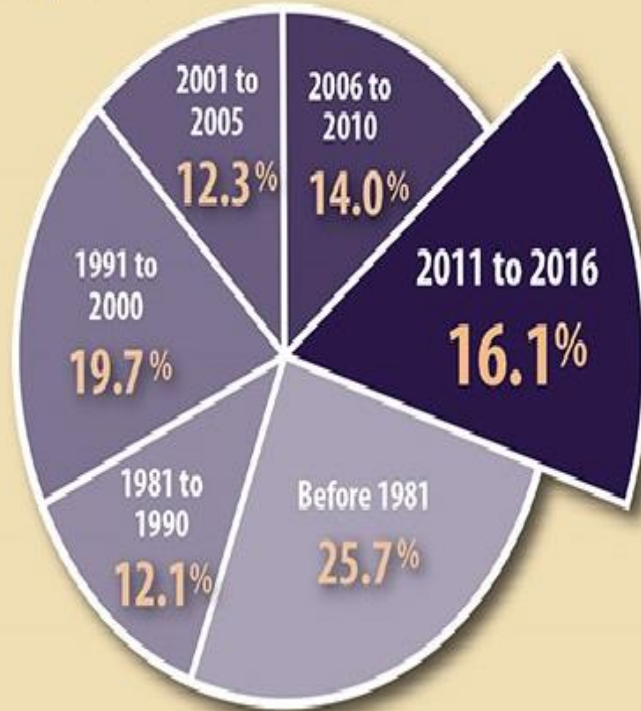


Diversity Demographics in Canada



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Percentage of immigrants to Canada by period of immigration



Approximately
1.2
million
are recent
immigrants

Top 10 countries of birth of recent immigrants



Statistics
Canada

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Canada

Canada

Diversity Demographics

CANADA'S BLACK POPULATION GROWING IN NUMBER AND DIVERSITY

In 2016, the Black population reached close to 1.2 million,
representing 3.5% of the total Canadian population

Ontario was home to more than half (52.4%) of the Black population in Canada



More than 4 in 10 Black people were born in Canada

The source regions of Black immigrants changed over time

Exploring EDI Issues

EDI Issues

- Equity and inclusion – implications for service delivery
- Underrepresentation – access to services, resources, and representation
- Prejudice – attitudes, perceptions and the climate of interpersonal interactions
- Stereotypes and identity profiling
- Discrimination (Individual/Systemic/Institutional)
- Power and Privilege
- Unconscious Bias/Implicit Bias – in quality of services
- Microaggressions – e.g., in interpersonal interactions
- Internalized dominance
- Visible Minorities – barriers and challenges facing minority clients

EDI Issues in a Diverse Environment

- disparities between people of diverse backgrounds;
- gender inequalities and sex discrimination;
- bullying and harassment of underrepresented groups;
- accommodations for students with disabilities;
- disparities in educational resources based on class or income;
- disparities in access to services for equity-seeking (visible minorities);
- respecting persons of all religious backgrounds;

Experiences of Underrepresentation

- People of color and women disproportionately experience stress due to discrimination
- underrepresented groups face unique challenges in accessing services
- institutional failure to create climates that promote diversity, equity and inclusion.

Stating the Problem

- Equity seeking groups remain **underrepresented** in many areas.
- Equity-seeking groups experience a variety of equity and inclusion **barriers**
- Access to opportunity is not **bias** free

https://www.google.com/search?q=diversity&client=firefox-b-d&sxsrf=ALeKk02EwIqnUK_hkxzclcHXn7WSbPcVYQ:1597963887300&source=lnms&tbm=isch&sa=X&ved=2ahUKEwii5_au76rrAhXINX0KHbxODbYQ_AUoAXoECBIQAw&biw=1280&bih=607#imgrc=SNxJJlwgezvX4M

Highlights on Underrepresentation

- Low-income, first-generation, LGBTQ2S+, and gender minorities are underrepresented making up only a small fraction of those accessing service systems.
- LGBTQ2S+, and minorities are more likely to become the victims of discrimination than their white, heterosexual peers.
- Women and minorities marginalized, underrepresented and underserved
- Inadequate accommodations for persons with disabilities



EDI Action Planning

Steps to Equity, Diversity and Inclusion

- Implementing strategic plans for enhancing equity, diversity, and inclusion
- EDI action includes:
 - developing and disseminating information on policies and expectations
 - building awareness
 - creating an EDI sensitive service climate
 - motivating behavioural change, and,
 - promoting the learning of new experiences

EDI Education

- Creating plans for providing continuous education, training and programmatic activities that will help your organization to:
 - Reflect on EDI issues within the professional environment
 - Create an atmosphere that demonstrates sensitivity to equity and inclusion
 - Foster a diverse and inclusive environment that respects the individual and promotes equity
 - Increase awareness of cultural differences in beliefs, values and norms
 - Support an atmosphere where continuous growth and development is encouraged

What is EDI Education?

- A distinct set of programs or interventions intended to:
 - Create awareness of EDI issues
 - reduce prejudice and bias,
 - improve communications and inter-group relations, and
 - increase the knowledge, skills, and motivation to contribute to a positive working environment.

Benefits of EDI Education

- provides a common language and framework for understanding diversity, equity, and inclusion;
- Offers introductory foundational knowledge necessary to support continued learning and development;
- Supports the educational institutions' EDI initiatives

Some EDI Training Topics

- Introductory overview of EDI
- Implementing EDI Initiatives
- Implicit Bias Training
- Intercultural Competence
- Anti-discrimination
- Micro-Aggressions
- Gender identity and expression
- Equity Issues in professional services
- Gender inclusivity
- Inclusive Language
- Power and Privilege
- Intercultural communication
- Unconscious Bias

EDI Activities

- Presentations, workshops and exhibitions
- Tracking EDI trends and their impact on and relevance to the educational experience
- Acknowledging and observing significant EDI calendar events to create awareness e.g., Black History Month
- Organizing and hosting a variety of EDI events
- Highlighting EDI issues for awareness



Steps in Navigating EDI Issues

- **Awareness** - increasing awareness of the various dimensions of diversity.
- **Socio-cultural identities** - examining our own socio-cultural identities and how these identities influence our relationships with others.
- **Attitudes/Perceptions** - becoming more aware of your own attitudes, perceptions, and feelings about various aspects of diversity.
- **Understanding EDI** - making a commitment to increase your understanding of diversity issues.

Conclusion

- Understanding and engaging in self-reflection and discussions about EDI issues (e.g. power and privilege) is an essential step to addressing individual and systemic inequities in our community.
- We must be aware of and honest about our personal perspectives and how these may or may not contribute to biases that in turn may contribute, even unintentionally, to prejudice, inequity, isolation, exclusion, and marginalization.

THANK YOU

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