

Beyond Diversity: Striving for Organizational Equity

Board Leadership Calgary 2017

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Definitions



Diversity

Inclusion

Equity

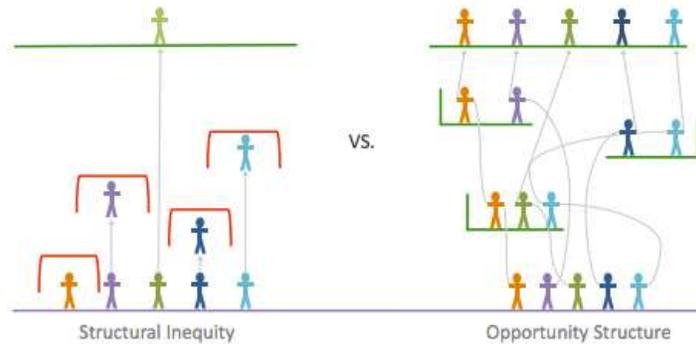
*Equity recognizes diversity in experience and needs, and it creates **structures that respond to diversity.***

It's about fairness, not sameness.

Equity

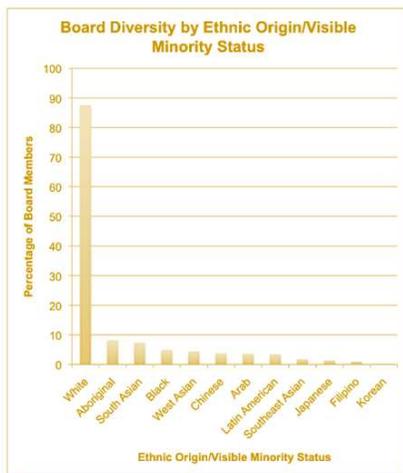
Structural Inequity produces consistently different outcomes for different communities.

Opportunity Structures respond with necessary resources and multiple paths needed for different communities & individuals to thrive.



From: "Systems Thinking and Race" developed by ProjectLinkedFate.org

Why is equity important?



Source: A Call to Action: Diversity on Canadian Not-For-Profit Boards, Schulich School of Business, 2009.

Groups that are currently under-represented in Alberta's nonprofit organizations:

- Aboriginal peoples
- Mature workers
- Persons with disabilities
- Immigrants

Source:
In The Mix: How diversity in Alberta's workforce makes who we are and what we do better, Alberta Nonprofit Workforce Council, 2014

Why is equity important?

A PRINCIPLED approach to equity	A PRACTICAL approach to equity
We do equity because <i>it's right</i>	We do equity because <i>it works</i>
Equity is a <i>moral imperative</i>	Equity is in the <i>interest of the organization's survival and growth</i>
Equity is a matter of <i>principle</i> , a matter of justice and human rights	Equity is a question of <i>strategy</i> , a tool to grow and strengthen the organization
Equity is a goal, we work for <i>equity</i>	Equity is a means to an end, it is <i>one of our tools</i>

Source:
Developed by Jojo Geronimo for Network for Better Contracts, Ontario Public Service Employees Union (2000-2002)

Organizational Equity: Self-Assessment

Organization as onion model



Where to start

- Use the assessment tool to **start a conversation** at your next board meeting
- **Notice** how diverse your organization is and how well those diverse voices are included
- **Learn more** and get training if possible
- **Incorporate** the concept of equity into strategic planning
- **Start measuring** your impact in terms of equity

Thank you!

Resources and tools can be found here:
<http://communitywise.net/about/aroc-and-the-equity-framework/aroc-tools-and-resources/>