

# Beyond Diversity: Building Inclusive and Effective Organizations

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## CommunityWise overview

- **Vision**

A community by and for everyone.

- **Mission**

To be a nonprofit hub, providing inclusive and affordable space and community development programs to support and strengthen diverse grassroots and nonprofit members.



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## Reflection (pair/share):

Why are diversity and inclusion important to your organization?

## Diversity

Diversity refers to the wide array of differences among people and their perspectives on the world.

Diversity is an important organizational goal in its own right, but it may or may not be linked to the issue of inclusion.

A diverse workplace is not necessarily an inclusive workplace. Nor does the presence of people who are diverse necessarily produce decision-making that optimizes results for the groups their diversity reflects.

(Adapted from Race Matters Institute)

## Inclusion

Inclusion is reflected in the ability of diverse peoples to raise their perspectives authentically, and for those voices to matter and impact decisions, where the organizational culture has been enabled for that to happen.

Inclusion promises a broader view of the world and a more democratic process of decision-making.

Inclusion is an important organizational *process* goal, but it does not on its own guarantee equity in an organization's mission-critical *results*.

(Race Matters Institute)

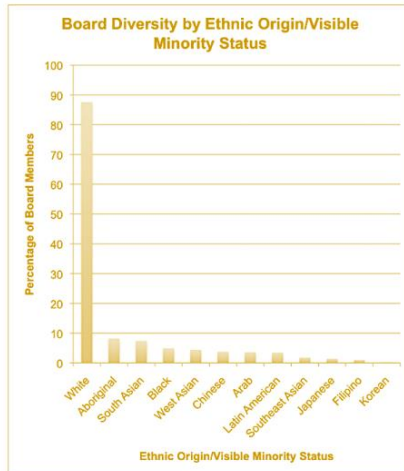
## Barriers to Participation

Some people face significant challenges in participating fully in society. This marginalization could have historical, social or economic origins.

These communities can also be disadvantaged due to **discriminations based on age, ethnicity, culture, disability, economic status, gender, nationality, race, religion, sexual orientation and transgender status, etc.**

(Adapted from Canada Council for the Arts )

## Diversity in the Nonprofit Sector



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

## Organizational Assessment

1. What does your organization aim to do? (Your mission statement or in your own words)
2. Based on what you aim to do, who *should* your organization be serving/having an impact on? (List groups and/or communities)
3. Do any of these groups/communities face systemic barriers to participating in your organization? (As participants but also as staff and board)
4. Do any of these the groups/communities hold positions of power in your organization? (C-suite, executive director, chair of board, president, etc.)

# Bias

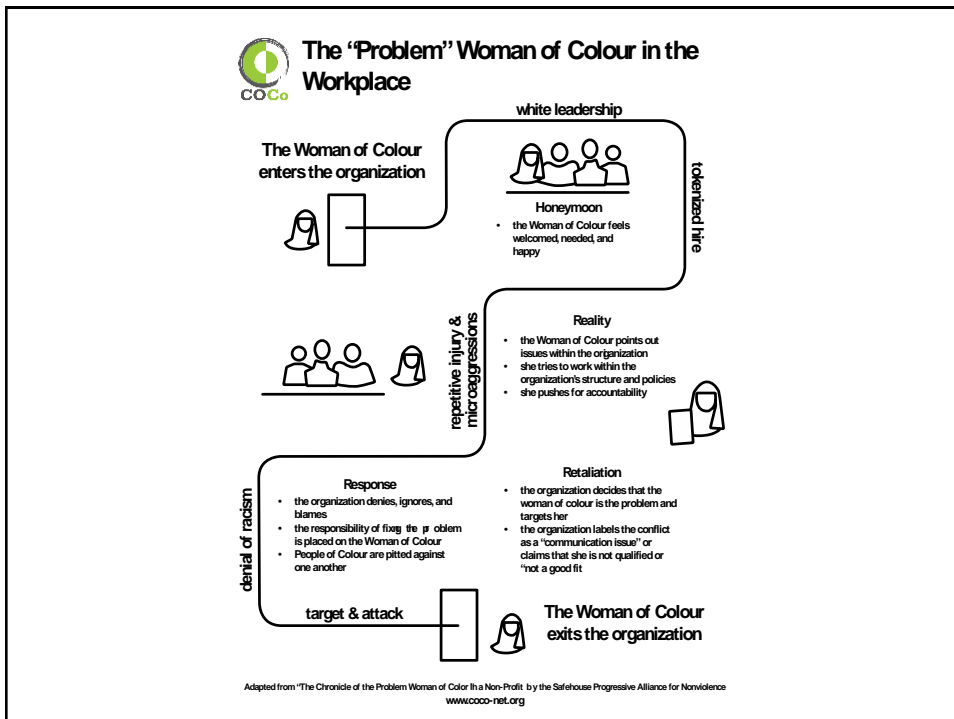
<https://www.youtube.com/watch?v=rbe5D3Yh43o>

## Systemic Discrimination

<b>Internalized</b> Internalized inferiority or superiority	<b>Interpersonal</b> Intentional and unintentional actions between individuals
<b>Institutional/ Organizational</b> Written and unwritten rules	<b>Cultural</b> Unexamined ideas and assumptions

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How do we address discrimination at every layer of our organization?

Is this enough?

## Where to Start

- Use the assessment questions 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 concepts of diversity and inclusion into strategic planning
- **Start measuring** your impact in terms of diversity and inclusion

Thank you!  
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