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Beyond Diversity: Building Inclusive & Effective Organizations

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Sara Bateman
 Director, Community Investment & Impact

Melissa Tuplin
 Manager, Investments & Capacity

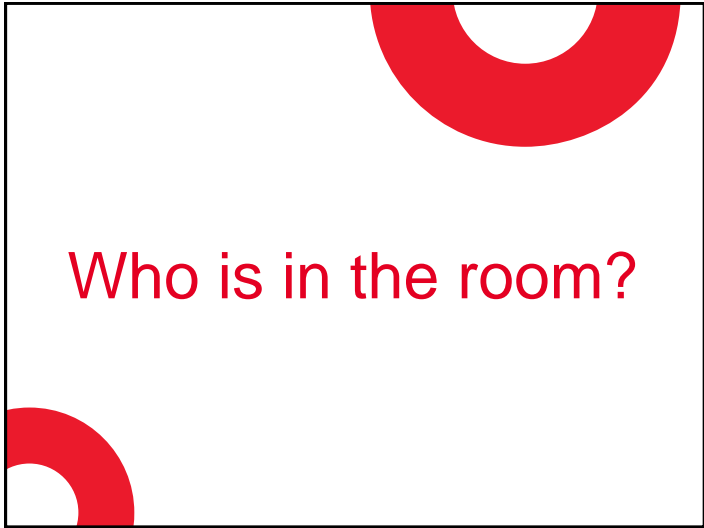
Taylor Poitras
 Specialist, Individual & Collective Programs

Sable Sweetgrass
 Specialist, Indigenous Programs

Van Chu
 Program Coordinator

Community Investment Team

403.476.2031
grants@calgaryartsdevelopment.com



Who is in the room?



Group Agreements



What is the current landscape of non-profit boards in Canada?



Why are equity, diversity and inclusion important to us as an 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 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)

Equity




An approach to diversity in which differences among all people in a community group or organization are accommodated on an individual basis... and historical exclusions and systematic barriers that are unique to diverse people are taken into account.

Equity



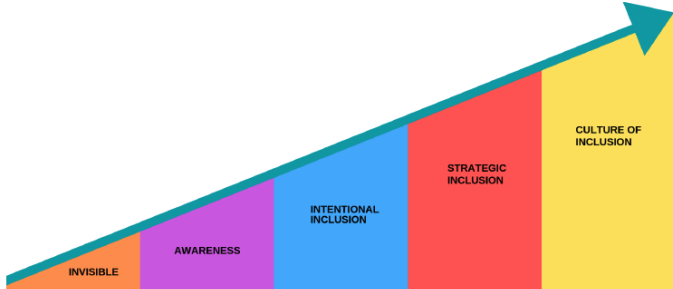
Equity thus creates an equalized sense of belonging and shared authority for all people present...and is often contrasted with 'equality', in which all people are treated the same.



Diversity	Inclusion	Equity
Diversity refers to the wide array of differences among people and their perspectives on the world. But a diverse workplace is not necessarily an equitable workplace. Nor does the presence of people who are diverse necessarily produce decision-making that optimizes results for the groups their diversity reflects.	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.	Equity is an approach whereby all people – including those who bear the burden of historic and contemporary forms of marginalization, whether intentional or unintentional – have equal access to opportunities to define and achieve goals.

Definitions "diversity" and "inclusion" adapted from The Race Matters Institute
 Definition of "equity" from the Edmonton Community Foundation Equity Statement

Five levels of inclusion¹



Source: *Building Inclusive Leadership* by onBoard Canada, adapted from the Alberta Urban Municipalities Association (2014). Municipal Evaluation Tool: Measuring Inclusion. Retrieved from Alberta Urban Municipalities Association.

- Take a few minutes to reflect on a time when you felt like you did not belong.
- What would you have needed to be different to change that?

Pair & Share Activity

- Hiring Process
- Original Peoples Investment Program
- Panel Process
- Staff training and development

Examples from Our Journey

Activity: Organizational Assessment



1. What does your organization aim to do?
2. Who does your organization serve?
3. Are they representative in your staff & board?
4. Are they in decision making roles?
5. Why or why not?
6. Do any of these groups/individuals face systemic barriers to participating?

Where to Start?



- Talk to leadership
- Put it on the agenda
- Incorporate these values into your processes and strategic planning
- Ongoing training
- Build in time
- Reflect and evaluate

Group Activity

Have you ever?

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

Bias

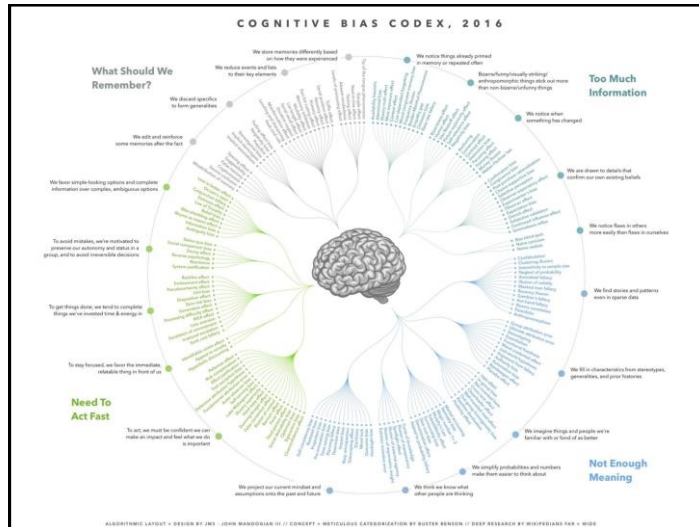


Prejudice in favor or against something compared with another, usually in a way considered to be unfair.

Bias



- Everyone has bias
- Biases can contribute to inequity when we act upon them unquestioningly
- Rather than pretend bias doesn't exist, create space for checking in with bias in order to move through it productively



Recap: Where to start?



- Talk to leadership
- Put it on the agenda
- Incorporate these values into your processes and strategic planning
- Ongoing training
- Build in time
- Reflect and evaluate
- Need resources? Come talk to us!

Questions?

