



Understanding Diversity, Equity & Inclusion

WELCOME

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Presented by:

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Honoring Indigenous Land

- Why is it necessary to acknowledge?
- How does it build inclusion?



Introduction

- ▶ Introductions - trainers and participants
- ▶ Group Guidelines



Learning Objectives

- ✓ **Develop understanding of key terms**
- ✓ **Critically Reflect on Self and Societal norms**
- ✓ **Conversation on assumptions and attitudes**
- ✓ **Impact of DEI work on OACAO**

Diversity Data

Make a case for why diversity and inclusion work needs to happen

Share National, Provincial and Local demographic and inequity data

Examples – Visible Minority Populations, Income and employment disparity, Health data etc.



Key Concepts

**Diversity, Equity, Inclusion,
Marginalization, Oppression, &
Discrimination**

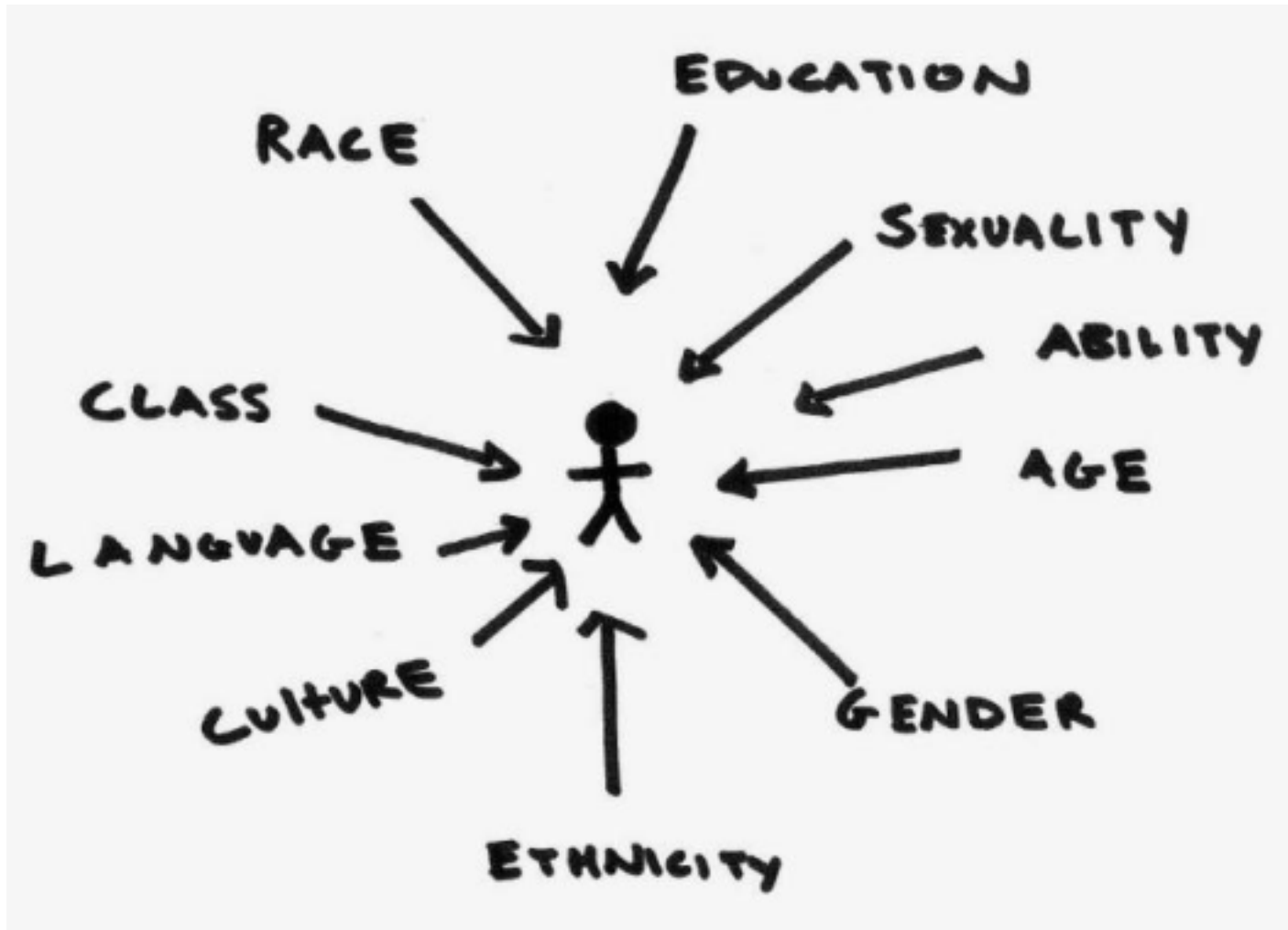
**Please discuss the
assigned term at your
table and share back with
the larger group**

Diversity, Equity



Understanding terms and unpeeling
issues

Labels and Assumptions



What is INCLUSION?

Creating an environment where people have both the **feeling** and **reality** of belonging and can work to their full potential.

Ontario Inclusion Learning Network



Case Scenario Activity

- ▶ At your tables, you will find a sheet with a case scenario on it, followed by some questions.
- ▶ Please have one person in the group read out the case scenario and discuss it as a group, using the questions provided as a guide to your conversation.
- ▶ We will debrief as a whole group afterwards. Please have a member from your table share the highlights of your table conversation.

DE-BRIEF OF CASE SCENERIOS

- Each group presents their table conversation on the case and the questions asked of the group
- Trainers offer learning and key observations to the whole group
- Invite participant questions and comments

What is BIAS?

It is prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

**Explain unconscious bias
and its impact**

Conversation on Isms and Viewing a relevant video clip

- Racism
- Classism
- Ableism
- Ageism
- Faithism
- Heterosexism
- Sexism

Video on racism and group de-brief

Group Conversation

How would you ensure that the OACAO is operating on **DEI principles** and never faces **issues** around “isms”?

Good to have...



In Promoting Respect, Understanding & Inclusivity, please remember to...

- ✓ **Be sensitive and empathetic to other cultures**
- ✓ **Cultivate patience and listen actively**
- ✓ **Learn about other cultures**
- ✓ **Avoid stereotypes**
- ✓ **Check what you think you heard**
- ✓ **Accept differences**
- ✓ **Ask open ended questions**



The Regional Diversity Roundtable RDR

Institutionalizing Diversity, Equity and Inclusion



EVALUATION

We Love Listening To You!

Thank You!

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