Balance and Belonging
Speaker Series

"Diversity that Matters: Exploring the Language"

March 2021
Learning Outcomes

- Developing familiarity with diversity language and terminology
- Understanding the differences and tensions between the concepts
- Tips for moving forward
"A diverse organization will out-think and out-perform a homogeneous organization every single time."

— Alan G. Lafley, former CEO of Procter & Gamble
Commonly Used Terms

- BIPOC – Black, Indigenous, People of Color
- Anti-racism/Anti-oppressive education
- Multi-cultural Intercultural

Equity, Diversity and Inclusion
Equity (Groups)
Equality
- Indigenization
  - inclusion
  - reconciliation
  - decolonization
EDI Definitions

• Equity: providing each individual with what they need to be successful
• Diversity: the range of human differences, including diverse talents, perspectives, backgrounds, worldviews, ways of knowing, skills, opinions, and abilities
• Inclusion: embracing equity, diversity, and manācihitowin and taking action to create a supportive university community
Equality = SAMENESS
Equality is about SAMENESS, it promotes fairness and justice by giving everyone the same thing.

BUT it can only work IF everyone starts from the SAME place, in this example equality only works if everyone is the same height.

Equity = FAIRNESS
EQUITY is about FAIRNESS, it's about making sure people get access to the same opportunities.

Sometimes our differences and/or history, can create barriers to participation, so we must FIRST ensure EQUITY before we can enjoy equality.
Indigenization

Inclusion — policy to increase the number of Indigenous students, faculty and staff

Reconciliation — examines how Indigenous and European knowledges can be reconciled

Decolonization — deconstruction of the academy, balancing power

Gaudry and Lorenz 2018
Tips for moving forward:

- Unlearn, relearn and **act**
- Humility = teachable, curiosity, head and heart, hold space for BIPOC
- Share resources and teach others what you learning
- Unconscious bias/diversity training
- Put this topic on your agenda as a standing item and commit to learning and action
- When it comes to policies, procedures, recruitment, ask some questions...
Questions to consider con’t:

- Whose experience or truth does this (action, training, policy, discussion) center?
  If the answer is white people or those who have traditionally held power, then it does not support equity and justice.

- Who does this (action) primarily benefit?
  If the answer is white people or those who have traditionally held power, then it does not support equity and justice.

- Does this (action) disrupt white supremacy and the organizational status quo or does this preserve it?
  If the answer is the latter, then it does not support equity and justice.
Keeping the Conversation Alive

Q & A