




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**
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““A diverse organization will out-think and out-perform a homogeneous organization every single time.””

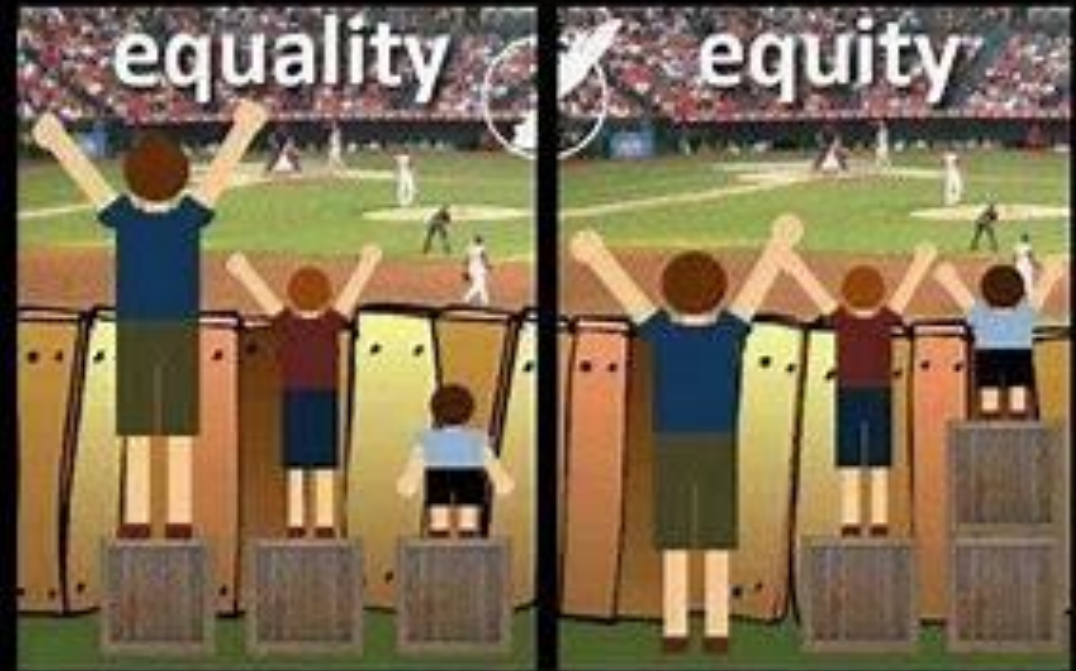
— Alan G. Lafley, former CEO of Procter & Gamble

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

equity

Equality = SAMENESS

Equity = FAIRNESS

Equality is about **SAMENESS**, it promotes fairness and justice by giving everyone the same thing.

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

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

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

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
- <https://indigenous.usask.ca/indigenization-reconciliation/anti-racism-and-anti-oppression.php>
- 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