

## INtro to INclusion Workbook

### Outcomes & Agenda

1. Why this work needs to be undertaken.
2. Introduction to diversity and inclusion – Key Terms
3. Moving to Inclusion
4. Leaders Planning

*Delivered to:*



**DIVERSITY & INCLUSION IN SPORT**  
discussion series  
POWERED BY:  **C Foundation**

**KidSport Calgary & Area**

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*Delivered by:*

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## INTRODUCTION TO DIVERSITY &amp; INCLUSION



## Traditional Territory Acknowledgement

Territory acknowledgement is a way that people insert an awareness of Indigenous presence and land rights in everyday life. This is often done at the beginning of ceremonies, lectures, or any public event. It can be a subtle way to recognize the history of colonialism and a need for change in settler colonial societies.

However, these acknowledgements can easily be a token gesture rather than a meaningful practice. All settlers, including recent arrivants, have a responsibility to consider what it means to acknowledge the history and legacy of colonialism. What are some of the privileges settlers enjoy today because of colonialism? How can individuals develop relationships with peoples whose territory they are living on in the contemporary Canadian geopolitical landscape? What are you, or your organization, doing beyond acknowledging the territory where you live, work, or hold your events? What might you be doing that perpetuates settler colonial futurity rather than considering alternative ways forward for Canada? Do you have an understanding of the on-going violence and the trauma that is part of the structure of colonialism?

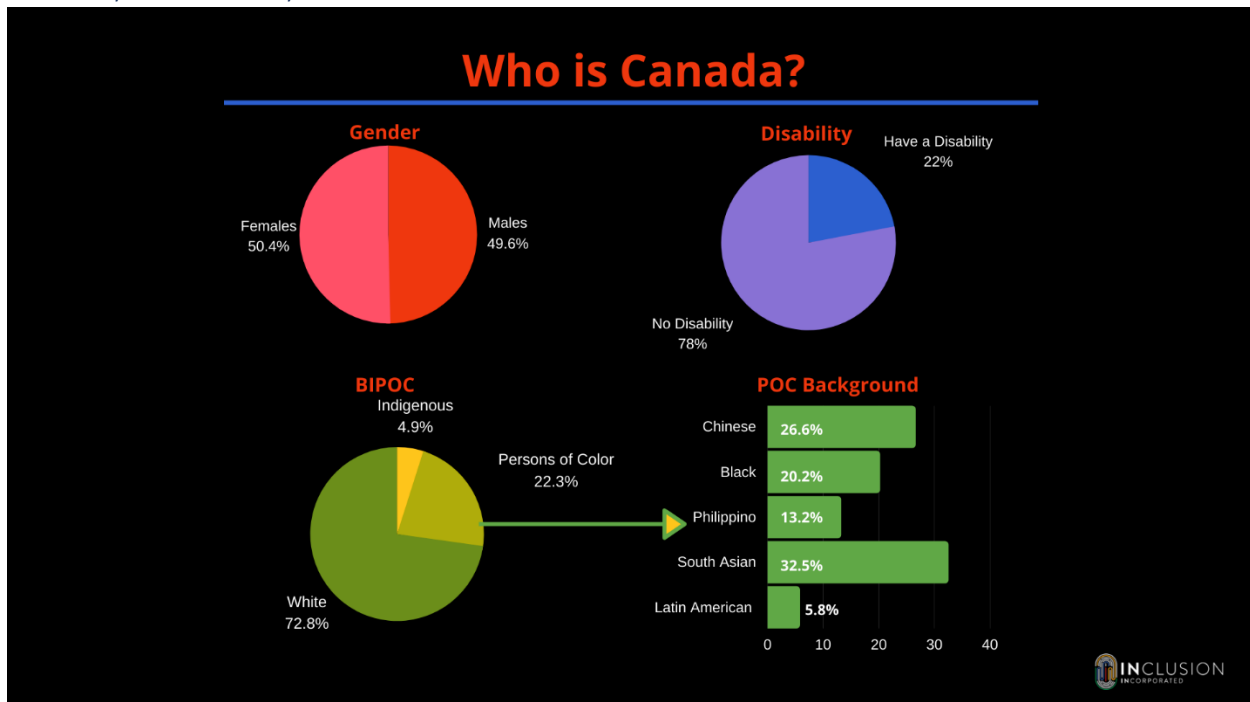
<https://native-land.ca/territory-acknowledgement/>

To learn about the territories that exist across Turtle Island (North America) you can utilize the <https://native-land.ca/> website to determine what territories you are on.

## WHY THIS WORK NEEDS TO BE UNDERTAKEN

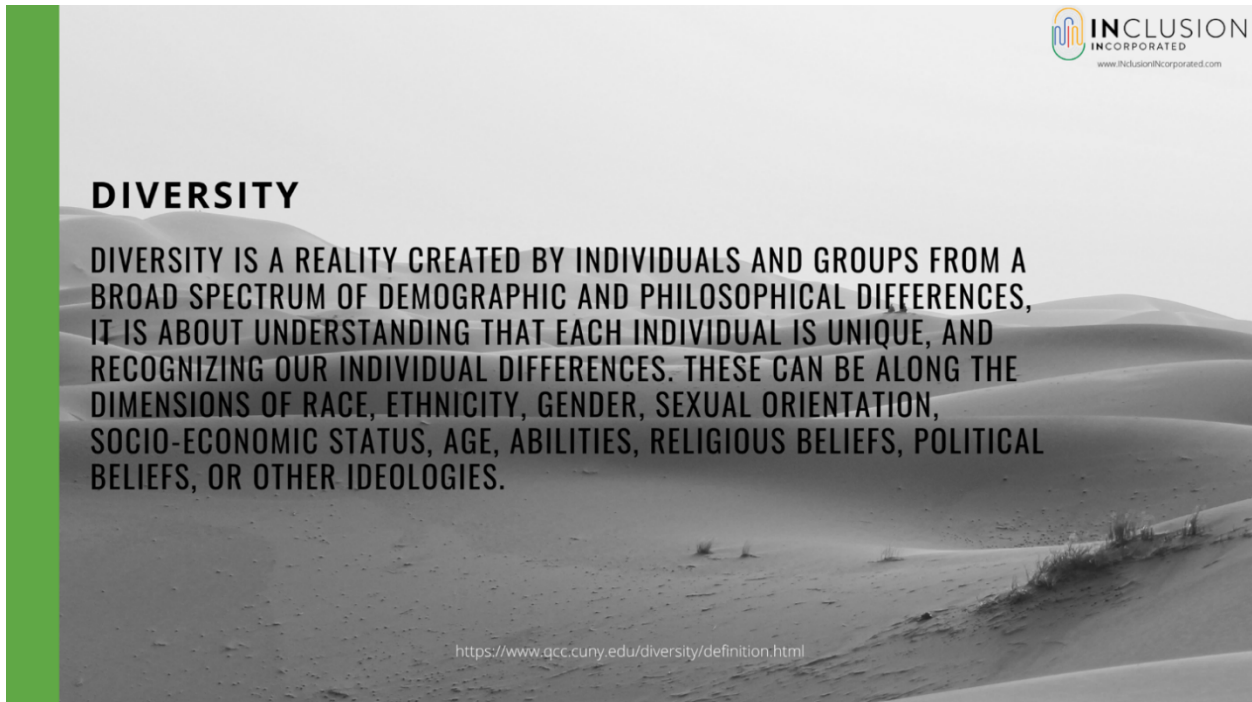
*What is Your WHY? (answer on Menti & record here)*

Diversity is our Reality



- By 2030, immigration will account for all of Canada's net population growth.
- Indigenous peoples are the fastest growing demographic in Canada
- Almost a quarter of Canadians identify as having a disability
- Women make up over 50% of the population but hold a disproportionately low number of senior roles
- 3.5% of the Canadian population identify as being Black, in Toronto 8.9% of the population identify as Black
- More Than One-Fifth of Canadians Are People of Colour (22.3% of the total population in 2016.)


*What does Diversity mean to you? (answer on Menti & record here)*



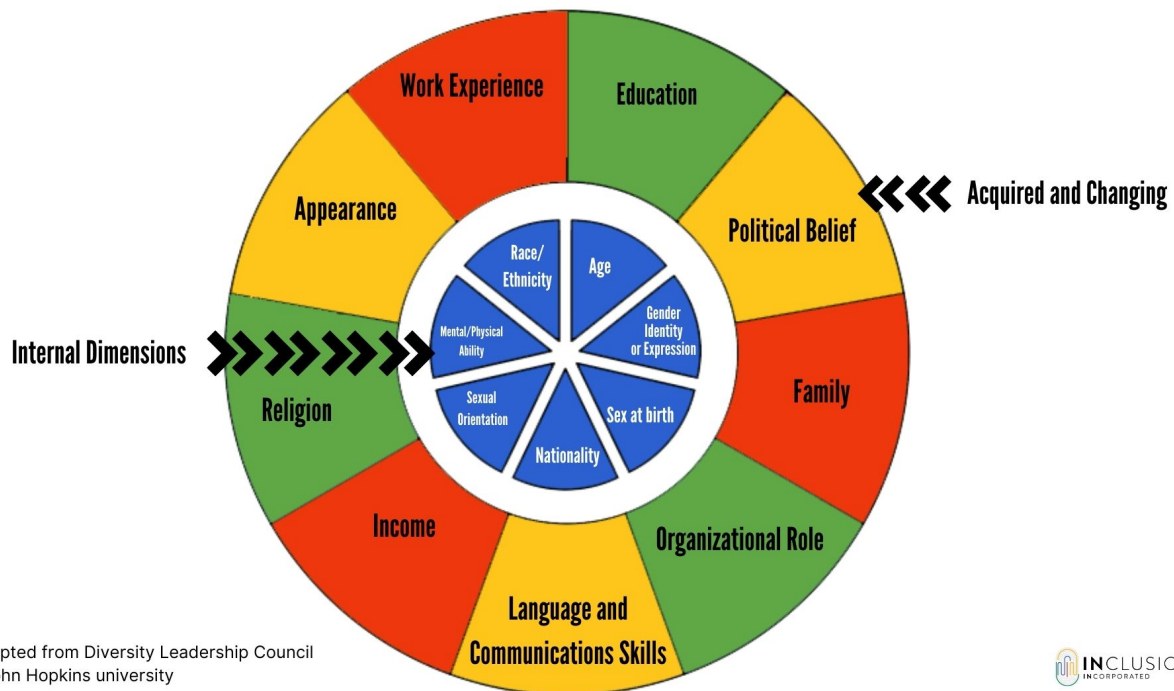
**DIVERSITY**

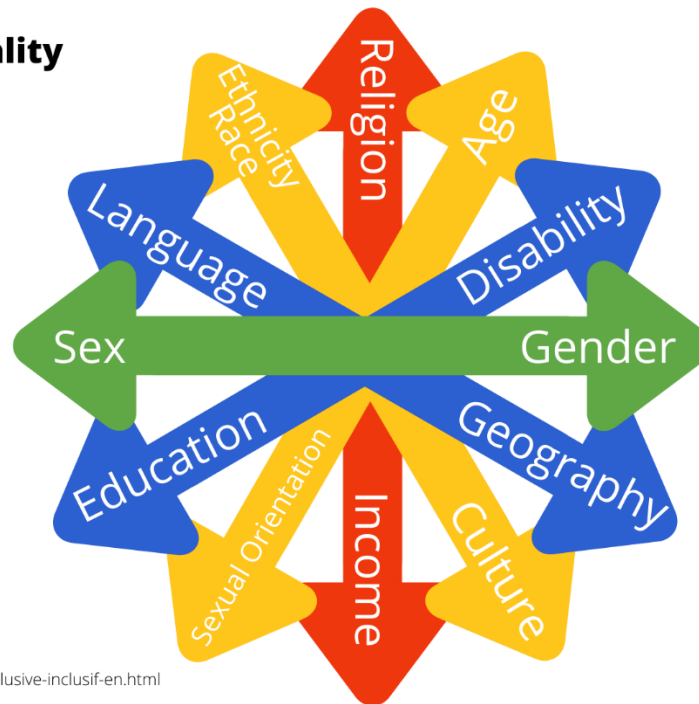
DIVERSITY IS A REALITY CREATED BY INDIVIDUALS AND GROUPS FROM A BROAD SPECTRUM OF DEMOGRAPHIC AND PHILOSOPHICAL DIFFERENCES, IT IS ABOUT UNDERSTANDING THAT EACH INDIVIDUAL IS UNIQUE, AND RECOGNIZING OUR INDIVIDUAL DIFFERENCES. THESE CAN BE ALONG THE DIMENSIONS OF RACE, ETHNICITY, GENDER, SEXUAL ORIENTATION, SOCIO-ECONOMIC STATUS, AGE, ABILITIES, RELIGIOUS BELIEFS, POLITICAL BELIEFS, OR OTHER IDEOLOGIES.

<https://www.qcc.cuny.edu/diversity/definition.html>



### *Dimensions of Diversity*



**Intersectionality**

<https://cfc-swc.gc.ca/gba-ac/inclusive-inclusif-en.html>



Inclusion is Our Choice

*What does Inclusion mean to you? (answer on Menti & record here)*

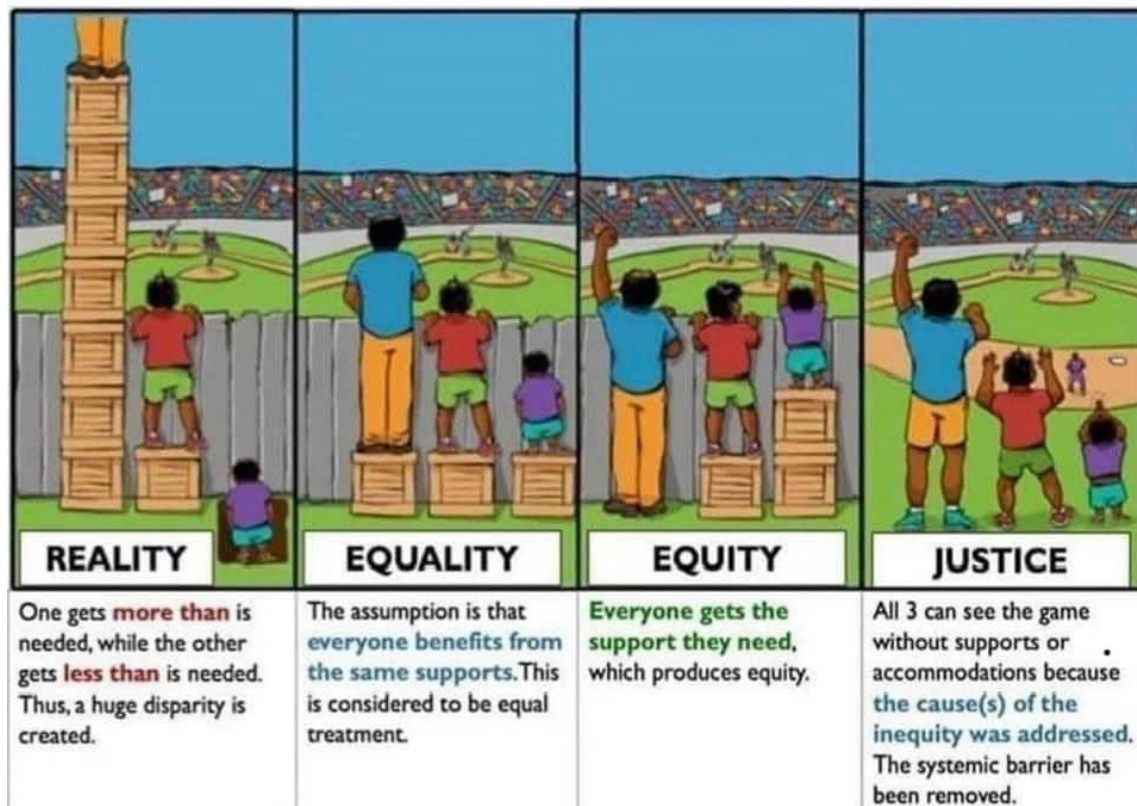
### INCLUSION



DYNAMIC STATE OF OPERATING IN WHICH DIVERSITY IS LEVERAGED TO CREATE A FAIR, HEALTHY, AND HIGH-PERFORMING ORGANIZATION OR COMMUNITY. AN INCLUSIVE ENVIRONMENT ENSURES EQUITABLE ACCESS TO RESOURCES AND OPPORTUNITIES FOR ALL. IT ALSO ENABLES INDIVIDUALS AND GROUPS TO FEEL SAFE, RESPECTED, ENGAGED, MOTIVATED, AND VALUED, FOR WHO THEY ARE AND FOR THEIR CONTRIBUTIONS TOWARD ORGANIZATIONAL AND SOCIETAL GOALS.

(CONFERENCE BOARD OF CANADA)

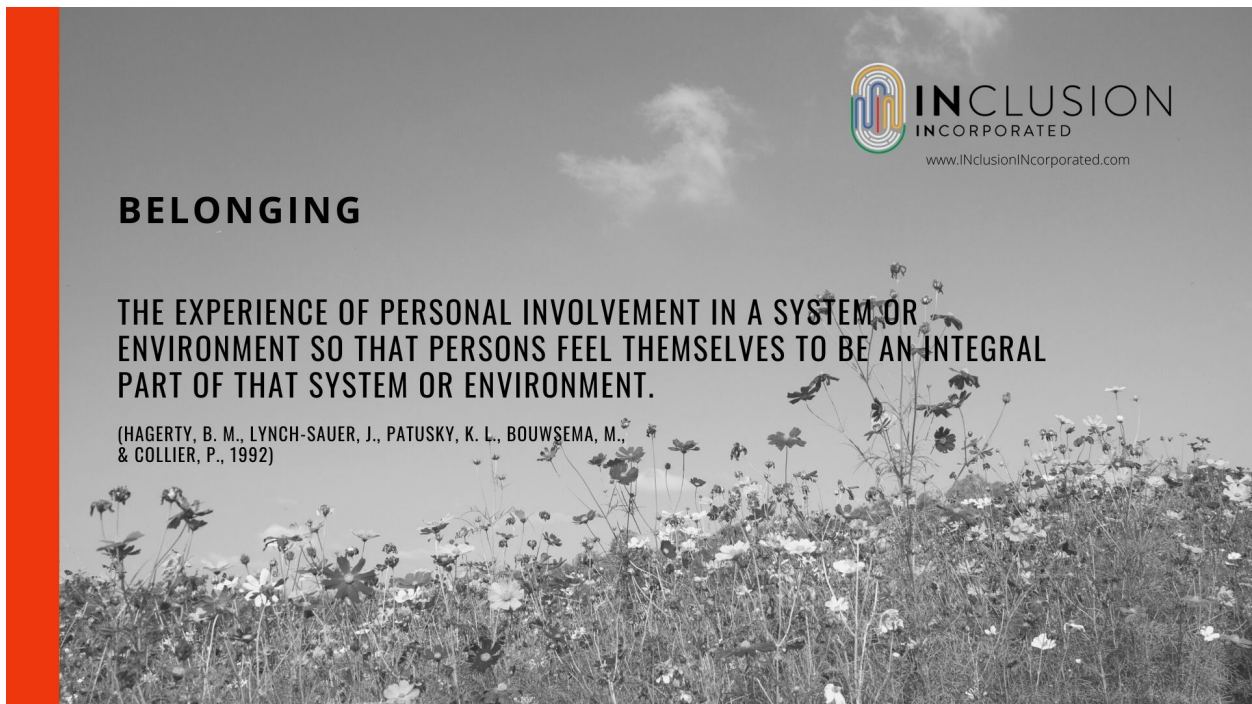
*What does Inclusion look like?*





Belonging is our Opportunity & Our Outcome


*What does Belonging mean to you? (answer on Menti & record here)*



**BELONGING**

**THE EXPERIENCE OF PERSONAL INVOLVEMENT IN A SYSTEM OR ENVIRONMENT SO THAT PERSONS FEEL THEMSELVES TO BE AN INTEGRAL PART OF THAT SYSTEM OR ENVIRONMENT.**

(HAGERTY, B. M., LYNCH-SAUER, J., PATUSKY, K. L., BOUWSEMA, M., & COLLIER, P., 1992)

 **INCLUSION**  
INCORPORATED  
[www.INclusionINCorporated.com](http://www.INclusionINCorporated.com)

### *The Continuum of Belonging*



DRAFT framework developed by Silicon Valley's *Change Catalyst*; adapted by Brisbane's *Mitchell Services*





### WHAT LEADERS NEED TO THINK ABOUT AND PLAN FOR

THINK ABOUT:	PLAN FOR:
<ul style="list-style-type: none"> <li>• Who you are</li> <li>• Who is around you</li> <li>• Everyone is different</li> <li>• We share our need to be included and to belong</li> <li>• What policies and structures are really needed and what can evolve</li> <li>• Cultures where people can bring their whole selves</li> <li>• Others?</li> </ul>	<ul style="list-style-type: none"> <li>• What you need to be successful</li> <li>• What others need to be successful</li> <li>• Opportunities to share &amp; to learn about differences</li> <li>• Be open and accepting</li> <li>• Flexibility and accommodations</li> <li>• Friction due to differences, and create opportunities for positive ways to work through it</li> <li>• Others</li> </ul>

<b>What do you still feel unsure about?</b>	<b>What do you feel confident in?</b>
<b>What is worrying you or even scaring you about the way forward?</b>	<b>What resonated with you today?</b>

### FURTHER READING

<https://www.forbes.com/sites/anitasands/2020/07/27/the-real-leadership-challenge-of-2020-creating-cultures-where-everyone-feels-they-belong/#3b94d23b4cb4>

Frost, S. and Alidina, R., 2019. Building An Inclusive Organization: Leveraging The Power Of A Diverse Workforce

<https://www.mckinsey.com/business-functions/organization/our-insights/understanding-organizational-barriers-to-a-more-inclusive-workplace#>