

Summary of Responses from Planning for Equality Diversity and Inclusivity

April 28 2021

1. Where are the grey areas and elephants in the room in your institution/workplace?

- Lack of diversity in workplace combined with
- Lack of diversity in who is applying for jobs
- Socio-economic diversity often overlooked as a barrier
- We sometimes let things slide to avoid confrontation (e.g., jokes, micro-aggression)
- Unconscious bias and how we are personally conditioned need to be addressed
- Positions of power and influence don't represent the community
- Minimize the issue by says "There aren't many _____ here"

2. What does your organization AND COMMUNITY need in order to be more EDI centered? How can I (Cesar) help and HOW CAN YOU HELP?

- Need safe spaces to openly ask questions about cultural experiences, language, etc. without feeling judged
 - **Need to develop a concrete community plan around EDI learning and make changes – need a roadmap – need to help each other**
 - Change the language from "training" to "learning". Training implies ticking a box learning allows for reflection, conversation and changing behaviours.
 - Need to reach out, and engage our, minority groups in ongoing dialogue and learning.
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- **How can Cesar help?**
 - Help us develop the plan .. continue the conversation

 - **How can you help?**
 - Make environments welcoming and inclusive
 - Empower and encourage everyone on the team to have necessary conversations

- Be deliberate about encouraging and welcoming diversity on Boards and community tables
- Actively change how we are providing service to students and parents
- Continue to stay committed to data and gathering information that is relevant – understand who we are serving.
- Build on the concept of neighbourhoods; supporting our neighbours.