



WORKING GROUP
**EQUITY
 DIVERSITY
 INCLUSION**

Presentation Template

Every Kid in our Community and Lanark County Child and Youth Services Collaborative

**The purpose of this document is to provide an overview of your presentation and capture resources that we can share with members.

Presenter: Jodi Bucholtz, Local Immigration Partnership – Lanark & Renfrew

Date of Presentation: March 1 (EKIOC) & March 9 (Lanark Collaborative)

Topic: EDI Working Group Update

A Case Study: I’m For Equity and Inclusion, But...

Presentation Summary:

“As Sensoy and DiAngelo^[1] argue, it is one thing to say that you value and support social justice. Whether you practice it is completely a different thing.”

Case Study Goals:

1. To develop social justice literacy.
2. To engage participants in reflecting on their own positionality.

Key Concepts/Terminology:

In order to engage with the case study, understanding the concepts of “positionality” and “intersectionality,” and the relationship between the two, is essential.

Positionality

Positionality refers to the how differences in social position and power shape identities and access in society. Misawa^[3] cites a few key definitions of positionality:

Maier and Tetreault stated that positionality is the idea that “people are defined not in terms of fixed identities, but by their location within shifting networks of relationships, which can be analyzed and changed” (p. 164). Similarly, Martin and Gunten (2002) described the term positionality as “a concept that acknowledges that we are all raced, classed, and gendered, and that these identities are relational, complex, and fluid positions rather than essential qualities” (p. 46). In other words, whether we want it or not, all parts of our identities are shaped by socially constructed positions and memberships to which we belong. Such automatic categorization is embedded in our society as a system and is pervasive in education and at the workplace.

Positionality is related to intersectionality, a concept arising out of Black feminist legal studies and critical race theories. In acknowledging positionality, we also acknowledge intersecting social positions and power dynamics as explained below.

Intersectionality

According to Hankivsky, intersectionality refers to “an understanding of human beings as shaped by the interaction of different social locations (e.g., ‘race’/ethnicity, Indigeneity, gender, class, sexuality, geography, age, disability/ability, migration status, religion),” which are located within interconnected systems and structures of power (p. 2). Therefore, in an intersectionality perspective, “inequities are never the result of single, distinct factors. Rather, they are the outcome of intersections of different social locations, power relations and experiences” ^[4].

Case Study Scenario:

You work at an organization within the public sector in Canada. The staff members of the organization are relatively diverse in terms of race, gender, sexual orientation, physical dis/ability, etc. Your colleague Staff X belongs to a social minority group, and she is the only staff member being responsible for promoting inclusive and equitable policies in the organization.

The organization is currently revising its strategic plans. At a meeting to develop new plans, “equity and inclusion” was proposed as one of the values, along with other values, such as excellence, innovation, integrity, and collaboration. Staff X questioned how the organization as a whole is going to align its practice to “equity and inclusion.” She passionately insisted that the value would be simply tokenistic and meaningless when it is not woven through the organization’s practice, and that the value should be removed otherwise. The discussion went into silence.

Reflection/Discussion Questions for April Meeting

1. What stood out to you in this exercise? What insights or questions surfaced for you?
2. How would you respond to the staff meeting situation?

3. What might you do differently considering your own positionality in your work?

Links to Resources:

Source: [University of British Columbia, CTLT Equity & Diversity Working Group Case Study: "I'm for equity and inclusion, but..."](#)