

**“I’M FOR EQUITY AND
INCLUSION, BUT...”**

CASE STUDY

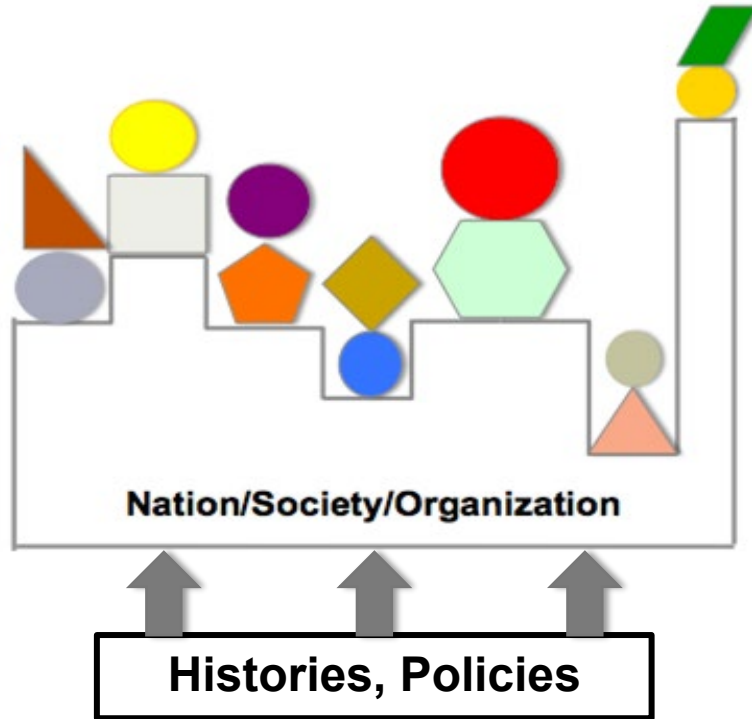
MULTICULTURAL CANADA



Source: What's Gender Got to Do with It?

<https://gnds125g5.wordpress.com/2013/03/03/canada-a-cultural-mosaic-or-a-melting-pot/>

A CROSS-SECTIONAL VIEW



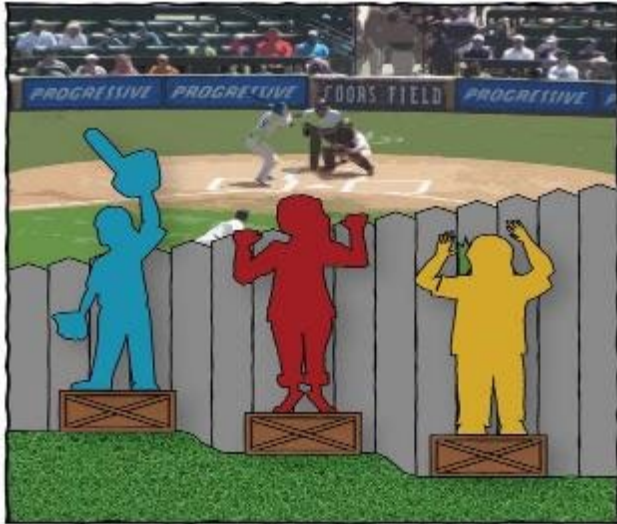
Key Concepts/Terminology

Positionality

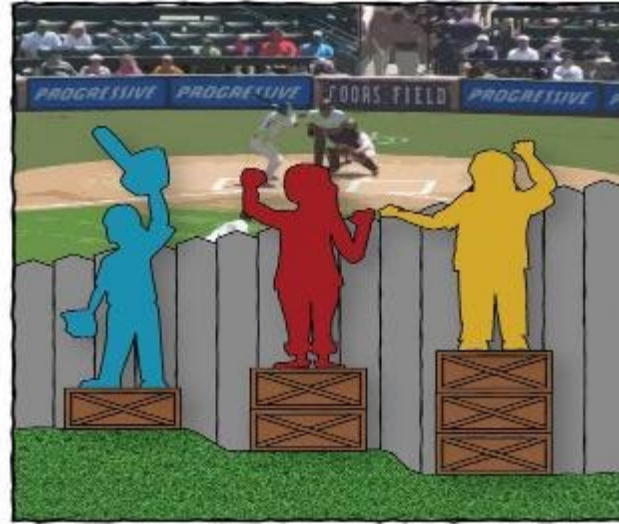


Positionality refers to the how differences in social position and power shape identities and access in society.

EQUALITY VS. EQUITY



EQUALITY

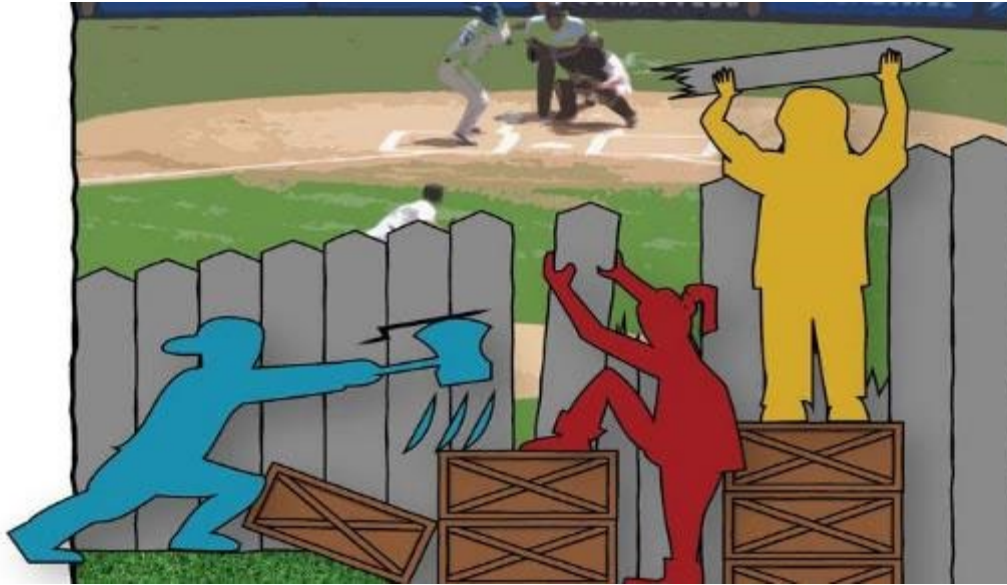


EQUITY

Source: Cultural Organizing. Copyright 2015, Paul Kuttner.

<http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/>

SOCIAL JUSTICE WORK



Source: Cultural Organizing. Copyright 2015, Paul Kuttner.

<http://culturalorganizing.org/the-problem-with-that-equity-vs-equality-graphic/>

Case Study

- Public sector organization
- Relatively diverse team
- Staff X belongs to a social minority group
- Only staff member being responsible for promoting inclusive and equitable policies

Case Study

- Revising strategic plan
- Equity and inclusion – core values?
- Staff X questions organizational practices related to equity and inclusion
- Discussion goes silent

CASE STUDY: DISCUSSION QUESTIONS FOR APRIL

- 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?**