



Training - Facilitation - Coaching - Consulting

AMCTO Conference: *Enhancing Diversity Competency*

Facilitator

Andrea Moffat

“Diversity in the workplace is no longer considered a ‘nice-to-have’ program it’s a bottom line business necessity”.*

HR Professional, June 2006

What is Diversity?

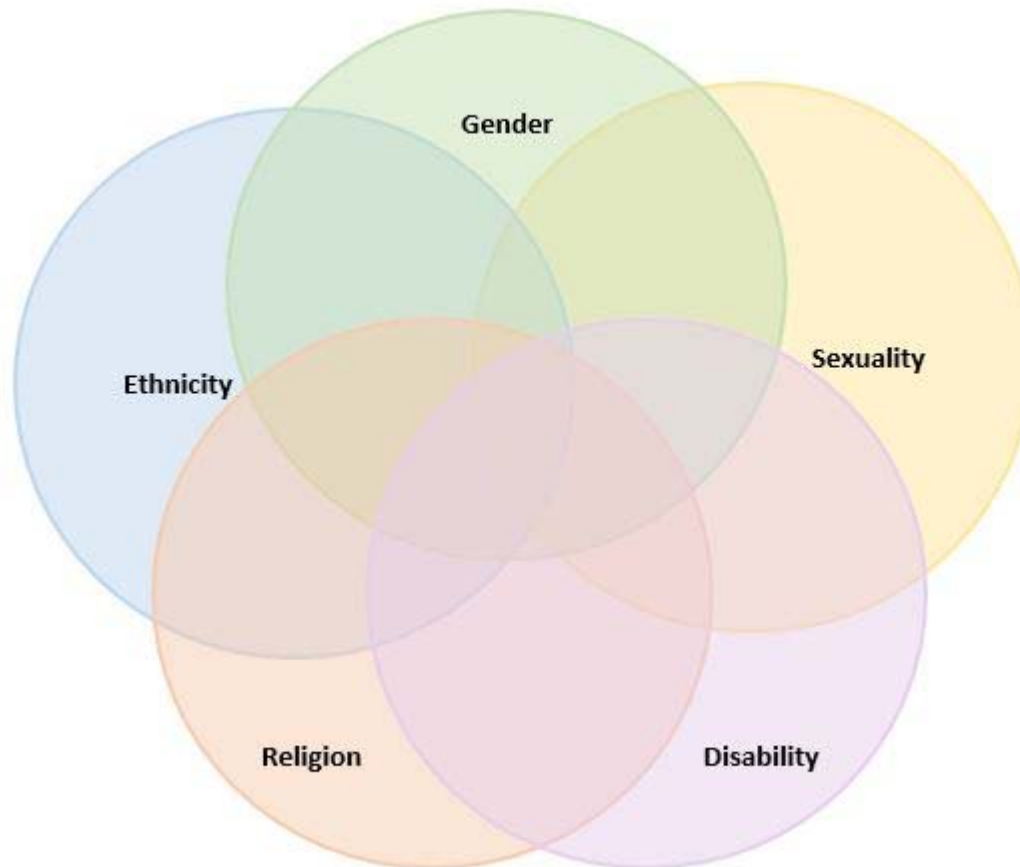
- A variety of differences.



Points of Difference

- Race
- Class
- Gender
- Age
- Sexual Orientation
- Ethnicity
- Culture
- Language
- Ability
- Personality
- Views
- Physical Appearance
- Religion
- Geographical Location
- Status
- Gender identity

Invisible vs. Visible



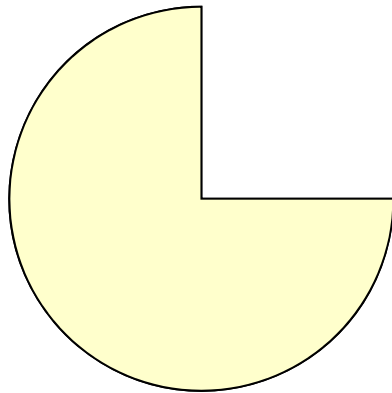
The challenge is to recognize that each person can bring value and strengths to the workplace based on their own **UNIQUE** combination of diversity characteristics.

Diversity: Challenges Rewards



Exercise

Pie Chart & 20 Questions



I AM....

Diversity Theory/Concepts

- Filter or cultural lens
- Ethnocentrism
- Racialization
- Social Construction/Socialization
- Stereotyping
- Prejudice
- Discrimination
- 'isms'
- micro-aggressions

What is Equity?



Equal Treatment



Equitable Treatment



Removal of Systemic Barrier

Diversity Exercise

- What experiences/influences in your life impact how you see the world?
- Can you think of an example of ethnocentrism in your municipality?
- How do social constructs impact your thinking about residents?
- Can you think of a time where your own bias impacted how you work?

Considerations

- Ethnic diversity growing in Ontario, 29.3 %/4 million visible minorities in Canada
- More than 10% of Canada's population identifies as LGBT
- 13.5% of Ontario's population have some form of disability
- Business case for diversity
- Legislation in place: Canadian Human Rights Act, Employment Equity Act, Canadian Multiculturalism Act, Official Languages Act, AODA, Ontario Human Rights Code

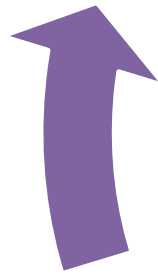
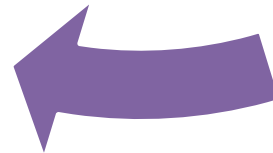
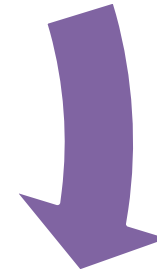
Awareness

Commitment

Diversity
Planning
Cycle

Measure

Leadership



Diversity Planning

- Put diversity in the mission statement/values
- Establish a diversity committee/employee resource group or an advisory group that can lead on diversity issues
- Create alliances with professional associations that understand diversity/different segments
- Develop a recruitment strategy, succession plan and corporate culture that is inclusive
- Consider language instruction as a part of your diversity training
- Ask direct questions throughout the organization regarding how diversity is being addressed

Diversity Planning

- Tie in diversity initiatives to compensation and other incentives
- Adhere to government legislation and prevent lawsuits – include them in your policy development
- Mandate contractors to have Diversity Training
- Implement The Diversity Planning Cycle in all business units
- Hire specialists to help
- Consider what you can do as an individual and in your roles to enhance the diversity agenda

Diversity Toolkit

- Know your own bias and privilege
- Be conscious of difference, invisible vs. visible and intersectionality
- Be aware of your own lens, ethnocentrism and prejudice
- Work to eliminate your and others' stereotyping
- Enjoy learning about others, find common ground and learn from their experiences
- Share information about your own culture and values
- Understand diversity facts and keep informed
- Observe how diversity enriches your own life

Review/Questions?





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Essential Communications



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