

Diversity in Action:

Committing to Inclusivity and Understanding



Land Acknowledgement.

In the spirit of respect, reciprocity and truth, we honour and acknowledge that in 1877, the land that Sylvan Lake sits on would be part of the land signed over to the government under Treaty 6.

This land was once open prairie that was inhabited by the Stony, Cree and Blackfoot people. The lake was an important place for Indigenous Peoples thanks to its ample game, fresh water and fishing opportunities.

We also acknowledge that we are all Treaty Peoples – including those who came here as settlers – as migrants either in this generation or in generations past.

We acknowledge those of us who came here involuntarily, particularly those brought to these lands as a result of the Trans-Atlantic Slave Trade and Slavery. We pay tribute to those ancestors of African origin and descent.

We are co-creating a safer space.

1. Our differences, backgrounds, upbringings and perspectives are ALL needed.
2. We're not interested in debating and more interested in considering this topic collectively.
3. When we arrive at diverging points of view, we will focus on listening rather than jumping to conclusions.
4. We choose to suspend any eagerness to be offended and commit to first appreciate uniqueness.
5. Questions like, "How did you arrive at that point of view?" are in line with our goal of seeking to understand and grow.
6. No one in this room is an enemy.
7. We all want to shape a Canada where ALL people can work, play and thrive.

Going Deeper





Share: An attribute I wouldn't change about myself is _____



Respond: What I see in you is _____

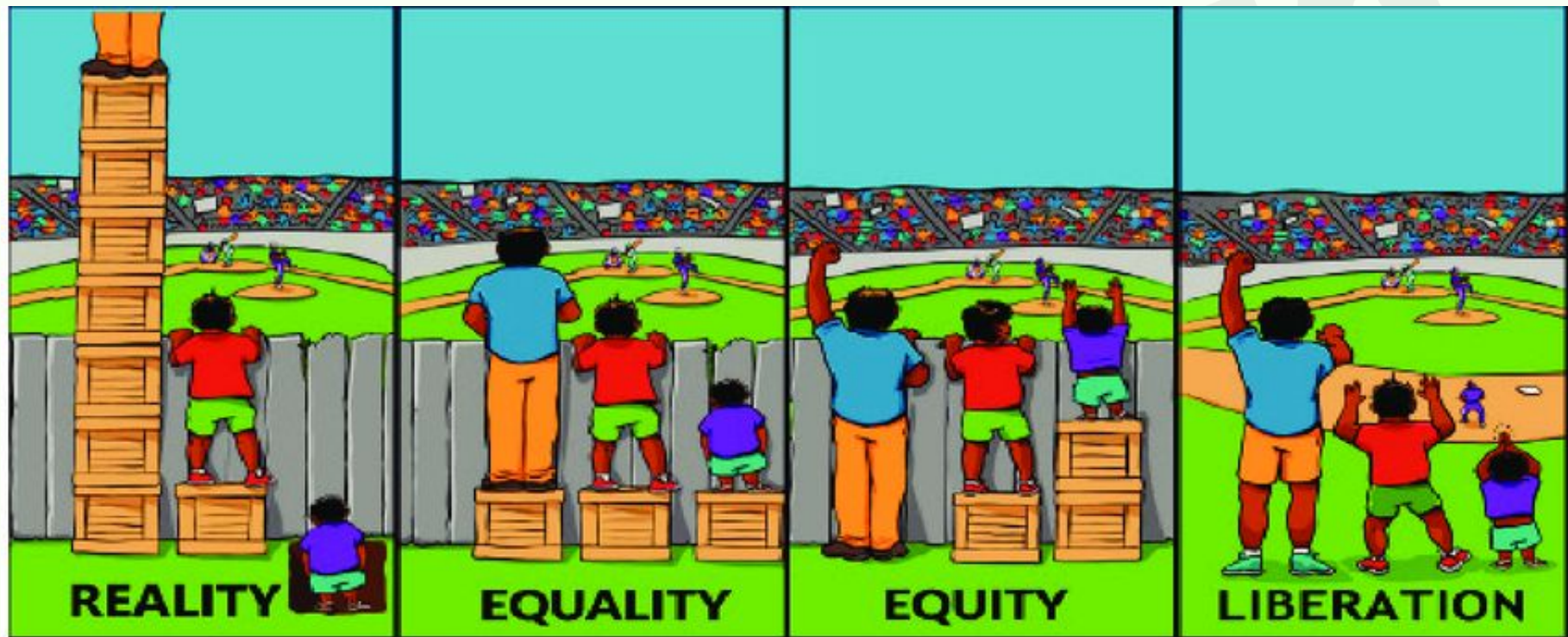
Getting **Clear** on Terminology

Diversity

Diversity refers to the differences that exist among people, such as race, ethnicity, gender, age, ability, and religion.

These differences can lead to different perspectives, ideas, and approaches to problem-solving.







Equity

“Equity is the **measured** experience of individual, interpersonal, and organizational success and well-being across all stakeholder populations and the **absence of discrimination, mistreatment, or abuse for all.**”

Equity is achieved by **eliminating structural barriers** resulting from historical and present-day inequities and meeting individuals’, groups’, and organizations’ unique needs.”

Inclusion

“Inclusion is the achievement of an environment that all stakeholders, especially underserved and marginalized populations, **trust to be respectful and accountable.**”

Inclusion is **achieved** through **actions** that explicitly counter present-day and historical inequities and meet the unique needs of all populations.”

“DEI Deconstructed.” Lily Zheng, 2023.



How Does **Bias** Work?

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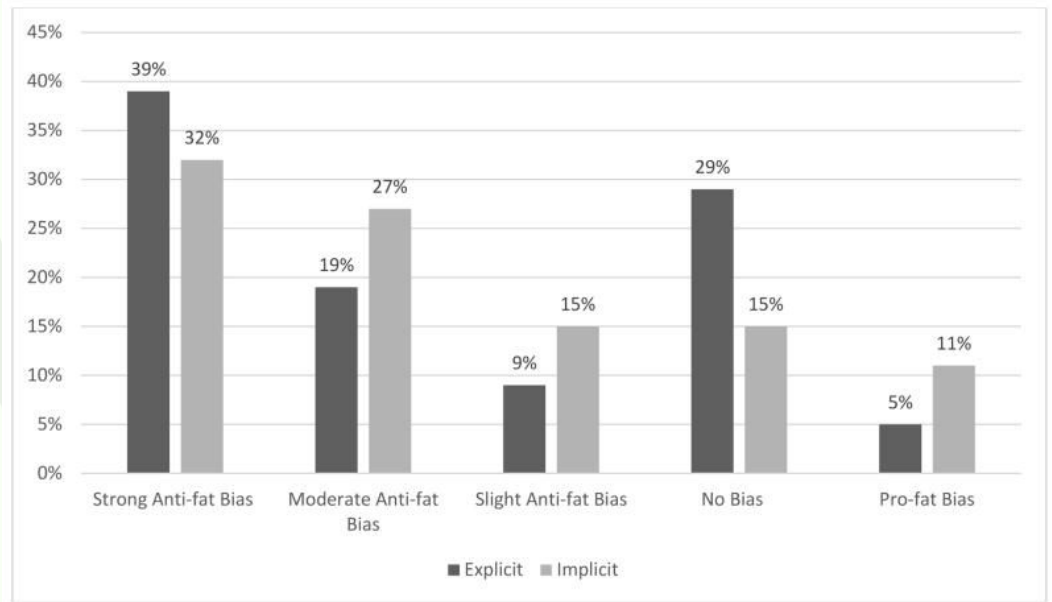


The State of the **World** & **Workplace**

Weight Bias Is Intense



- 74% of people have an **implicit** bias against obese people.
- 67% have an **explicit** weight bias.



Big Racial Disparities 🙄

- 55% of Black people reported experiencing discrimination at work or when applying for a job or promotion.
- Only 25% of Black practitioners reported having funding decision-making responsibility—in contrast to 96% percent of white respondents.



of Black Canadians believe racism is a problem in the workplace



of White Canadians believe racism in the workplace is a minor problem or not a problem at all

Women Are Grossly Underrepresented



When looking at executive/C-suite leaders

1 in 4

is a woman.

1 in 20

is a woman of colour.

Belonging is Low



16.1%

of people with disabilities face discrimination at work.

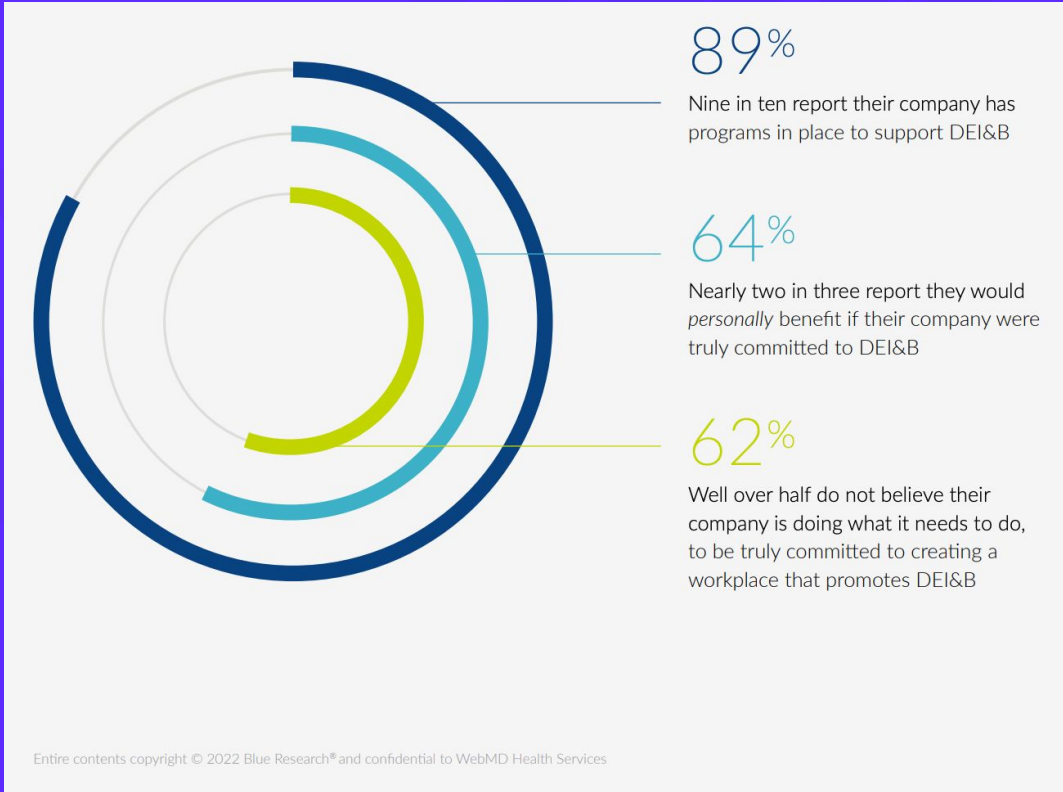
18%

feel they've been treated differently based on what they look like.

20%

have felt disconnected or unfairly excluded.

Confidence needs some work



The Secret Path to Trust: **Empathy**

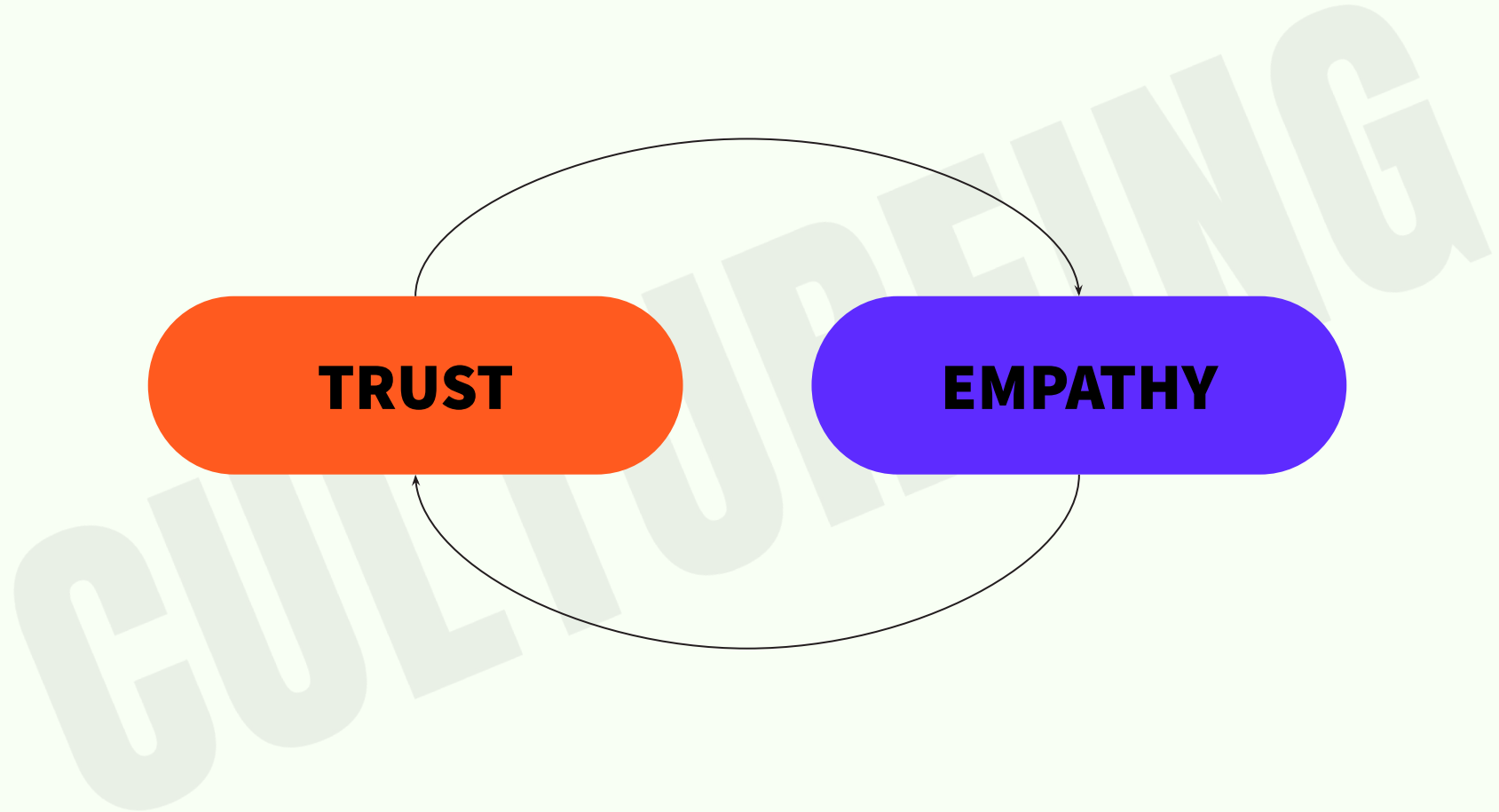


Leading with Empathy

- Understanding and valuing the experiences and perspectives of others
- By practicing empathy, we can overcome biases and create a more inclusive environment
- Leading with empathy requires active engagement and continuous learning

TRUST

EMPATHY



**You Create the Future
of Work**

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★ Questions, feedback, or want me to speak at another event? **Reach out anytime at tynan@cultureing.com**

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