

INCLUSIVITY

diversity . managed

Equity, Diversity and Inclusion
UBC, Master of Management Program
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www.diversitymanaged.com

**THE TRADITIONAL, ANCESTRAL, AND
*UNCED*ED TERRITORY OF THE
MUSQUEAM PEOPLE.**



Agenda

- 'Diversity & Inclusion' definitions
- Why is D&I important?
- Legal Framework
- Unconscious Bias
- How to support D&I
- Group Discussion

Diversity

Diversity is not a hiring policy or an aspiration: we are already diverse. Diversity is the acceptance that people are in fact different, despite some shared experiences, and that **difference is a good thing**. It is to be understood, valued and appreciated.

Inclusion

Whereas diversity is the mix of how we are all different, inclusion is getting the mix to work well together.

Inclusion is a mindful effort to ensure everyone feels valued, acknowledged, respected and supported in how they contribute to the work.

Intersectionality

The process through which individuals with different intersecting identities, experience the world around them and the different ways in which their identities are perceived and judged by others.

Equity

- a. Justice according to natural law or right *specifically* : freedom from bias or favoritism
- b. something that is equitable

Why is D&I important?

Why the push for D&I?



UN Free and Equal: The Price of Exclusion





Canada's Best Diversity Employers recognizes employers across Canada that have exceptional workplace diversity and inclusiveness programs.

Companies include: Deloitte LLP, KPMG LLP, Home Depot of Canada Inc, RBC, CIBC, Rogers Communications Inc, Telus Corporation, UBC, UVic, City of Vancouver, Xerox Canada

Legal Framework

Legal Framework

Canadian Charter of Rights and Freedoms 1982

15.(1) Every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

(2) Subsection (1) does not preclude any law, program or activity that has as its object the amelioration of conditions of disadvantaged individuals or groups including those that are disadvantaged because of race, national or ethnic origin, colour, religion, sex, age or mental or physical disability.

Canadian Human Rights Act

(2) Purpose

The purpose of this Act is to extend the laws in Canada to give effect, within the purview of matters coming within the legislative authority of Parliament, to the principle that all individuals should have an opportunity equal with other individuals to make for themselves the lives that they are able and wish to have and to have their needs accommodated, consistent with their duties and obligations as members of society, without being hindered in or prevented from doing so by discriminatory practices based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, **gender identity or expression**, marital status, family status, genetic characteristics, disability or conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

Provincial Framework

BC Human Rights Code 1996

Prohibited grounds of discrimination (because of the race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or class of persons) within: publication; accommodation, service and facility; purchase of property; tenancy premises; employment advertisements; wages; employment; by unions and associations.

Workers Compensation Act, WorkSafe BC's occupational health and safety policies (ie. Workplace Bullying).

Bias (unconscious)

- An inclination or preference formed without reasonable justification that can prevent judgment from being balanced or even-handed.
- Prejudice in favour or against a person or group.
- We cannot eliminate but must manage.

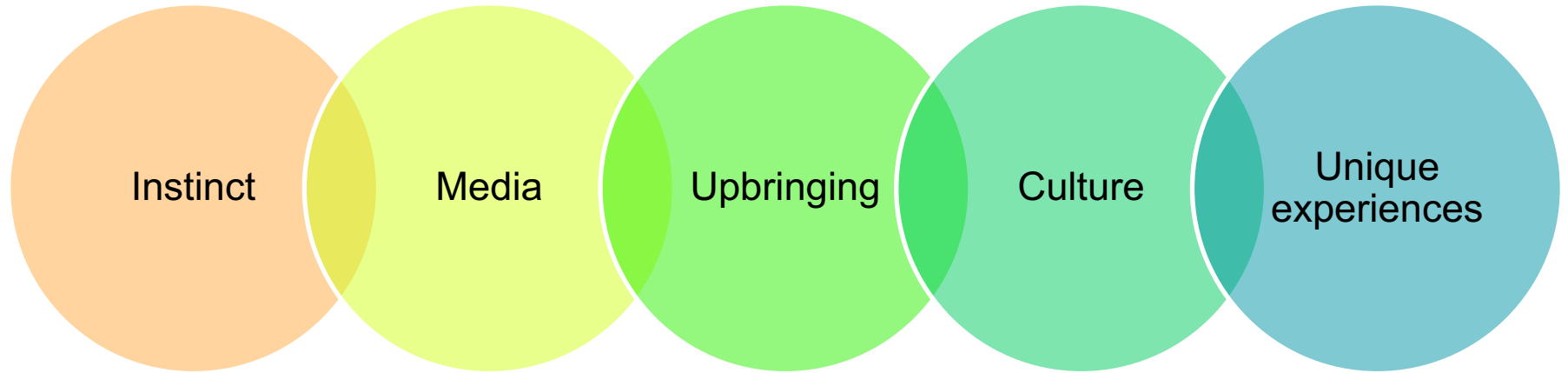
Stereotypes (conscious)

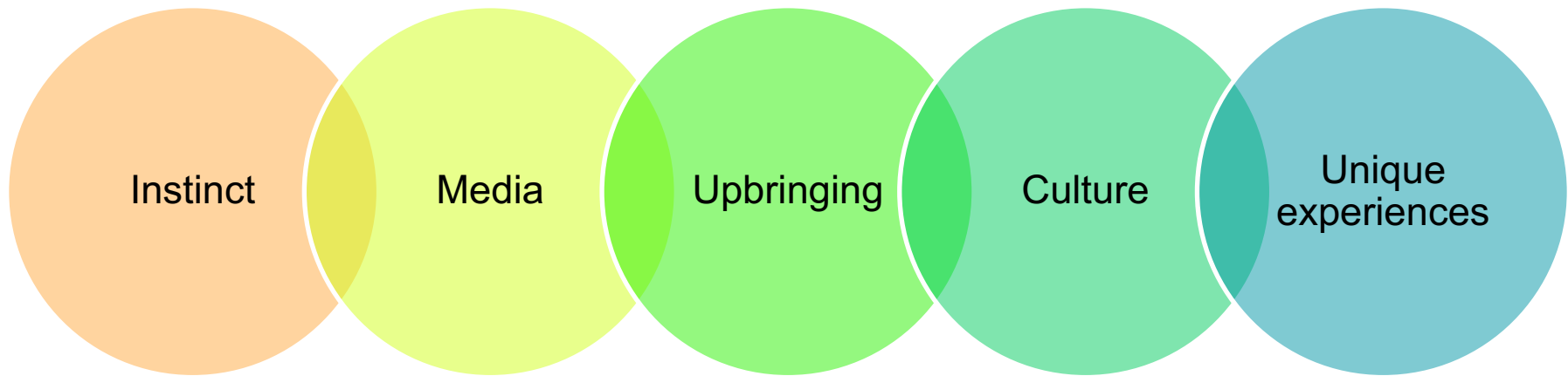
- A false or generalized conception that results in conscious categorization of an individual or the members of a group.
- Stereotypes represent a set of social constructs that can be eliminated.

Micro inequities

A subtle but offensive comment or action directed at an individual or non-dominant group based on a bias or stereotype

Where does bias come from?





How do we support D&I?

How to support Diversity and Inclusion

- Diversity
- Manage your biases
- Use your voice
- Respect and civility

BE AN ACTIVE BYSTANDER



Resources and Support

- Police
- Campus Resources
 - UBC Equity and Inclusion Office
 - UBC Sexual Violence and Protection office - Student Health + Counselling
 - Wellness Centre
 - AMS Sexual Assault Support Centre
 - Speakeasy
 - Rebekah Chotem (Manager, Master of Management Programs, RHL)



Questions?

Resources

- Seghal, P. (2016, October 17). *Racial Microaggressions: The Everyday Assault*. Retrieved from <https://www.psychiatry.org/news-room/apa-blogs/apa-blog/2016/10/racial-microaggressions-the-everyday-assault>
- Segal, J. (2014, September 5). *Gender Bias: Micro-Inequities and Micro-Aggressions*. Retrieved from <https://www.linkedin.com/pulse/20140905144658-64415696-gender-bias-micro-inequities-and-micro-aggressions>
- Six Signature Traits of Inclusive Leadership, Deloitte Insights

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