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Expanding Indigenous Inclusion Professional Competencies

Inclusion Works Conference
October 8, 2024

CRIEC



Canadian Centre for Diversity and Inclusion
Centre canadien pour la diversité et l'inclusion

This work is not easy



Criticism about Diversity, Equity and Inclusion (DEI)



- Risks of compromising decision-making: hiring based on diversity versus merit
- Pressuring leaders to prioritize optics over team needs, business needs and optimization
- Engaging in performative DEI work with no clear outcomes or impacts
- DEI being called “anti-white”, further deepening the wedge between people
- DEI used as a political tool to divide and conquer
- Impacts:
 - Fewer roles and budgets supporting DEI
 - Fewer leaders publicly supporting DEI
 - Roll back in participation and community supports
 - Roll back of rights through legislation
 - Fatigue, confusion, uncertainty, what’s next?

The reality in Canada



The CMA's apology to Indigenous Peoples

**Plan d'action canadien
de lutte contre la haine**

**Canada's Action Plan
on Combatting Hate**

Canada



Over 700 employers continue to partner with CCDI to access education, research and tools to support their workplace DEI journey



200 people attending Inclusion Works! Over 50 employers have joined the DreamMakers Council, support their workplace Indigenous inclusion journey



From Lily Zheng:

- 🎯 If your workplace fights discrimination, that's DEI work.
- 🎯 If your workplace uses data to find and fix pay inequity, that's DEI work.
- 🎯 If your workplace trains its leaders to manage people from all walks of life, that's DEI work.
- 🎯 If your workplace offers benefits and policies that meet people's unique needs, that's DEI work.
- 🎯 If your workplace values communicating respectfully, that's DEI work.
- 🎯 If your workplace seeks to reach as many consumers and customers as it can, that's DEI work.
- 🎯 If your workplace is looking to bring in the best talent, no matter where it's from? That's DEI work.

The reality

Diversity & Inclusion

is a
fact

The reality

Diversity & Inclusion

is a fact

is a choice

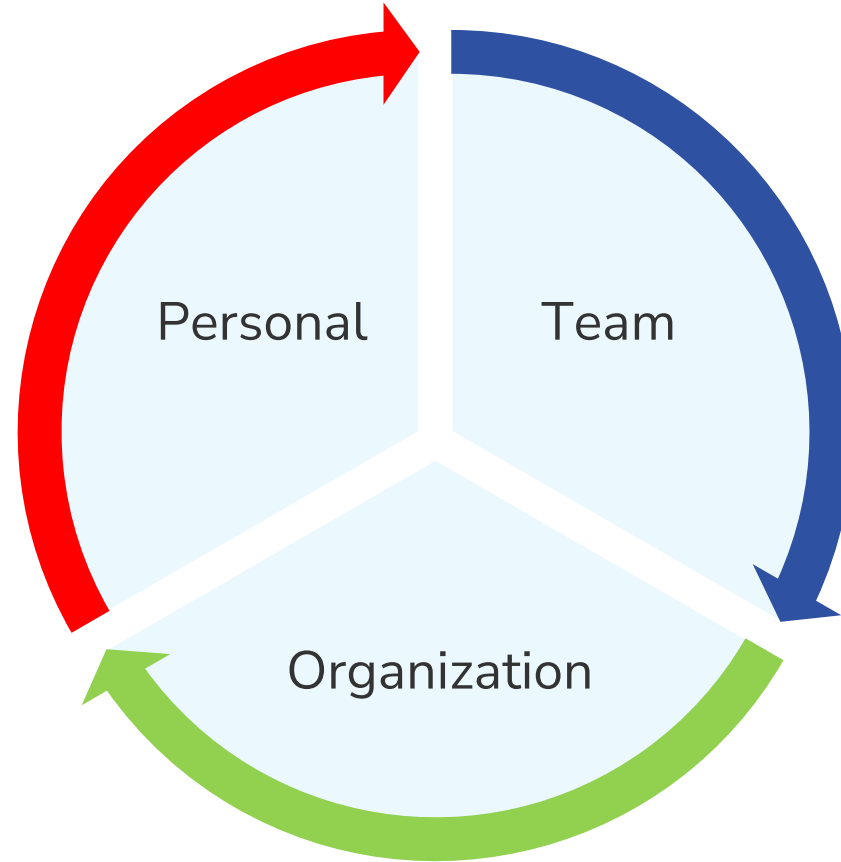
Self-reflection

As an Inclusion Practitioner, What is YOUR PERSONAL Indigenous Inclusion Story?

- Your connection to the land, the people, the stories
- Your unique role within our spheres of influence

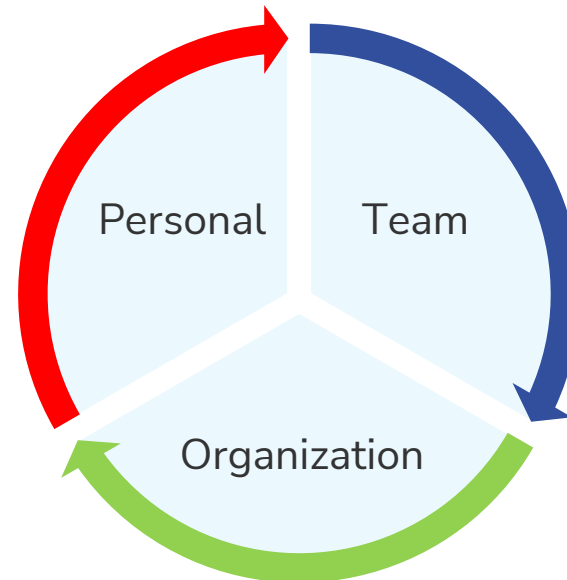


Your spheres of influence



Self-reflection: how do your dimensions of diversity impact where you have influence?

- Reflect on your dimensions of diversity and consider how this impacts your spheres of influence?
 - Example: If you are an immigrant and racialized person working in diversity and inclusion, employees of diverse ethno-cultural backgrounds and immigrants may feel more comfortable coming to you to share their experiences and participate in DEI initiatives.



CCIP competencies: 12 areas

- Area 1: Make the case for diversity, equity and inclusion
- Area 2: Build a DEI strategy
- Area 3: Implement a DEI strategy
- Area 4: Stakeholders engagement
- Area 5: Workforce planning
- Area 6: HR Practices
- Area 7: Training and development
- Area 8: Measurement and organizational success
- Area 9: Legislation and compliance
- Area 10: DEI organizational structures and support
- Area 11: DEI subject matter expertise
- Area 12: Cultural competence



The relational work of systems change: 5 qualities

Deep
relational
work

Space for
healing

Inviting the
sacred

Inner change
that leads to
outer change

Transforming
power
dynamics

Source: Hanna and Wesley Community Action, https://ssir.org/articles/entry/the_relational_work_of_systems_change#

WHEEL OF POWER/PRIVILEGE



Adapted from ccrweb.ca

@sylvriaduckworth

Reflect on your power and privilege

- Your position relative to others can influence your impacts.
- Individuals closer to the centre of the wheel tend to have more power and privilege.
- Individuals with more power and privilege have a higher level of responsibility for creating conditions that foster equity and inclusion.
- This includes helping people on the margins moving CLOSER to the centre.

Golden rule vs. platinum rule



VS.

Treat others the way you want to be treated.

Golden rule vs. platinum rule



VS.



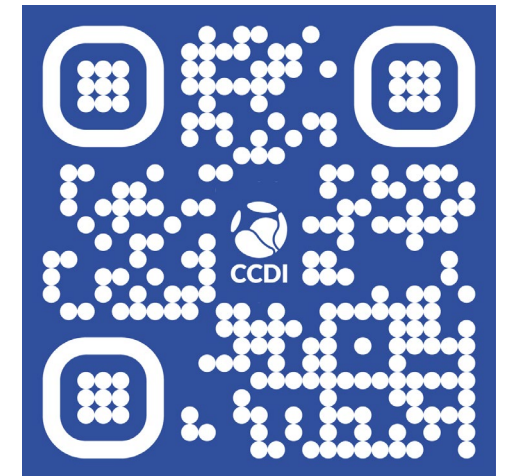
Treat others the way you want to be treated.

Treat others the way **they** want to be treated.

CCDI Resources

- CCDI Making the Business Case for Diversity Toolkit, ensuring you and your company are clear on the WHY: <https://ccdi.ca/toolkits/>
- CCDI Educational and resource guides on a variety of dimensions of diversity: <https://ccdi.ca/resources/>
- Success stories from CCDI Employer Partners: <https://www.ccdi.ca/success-stories/>
- CCDI DEI Glossary of Terms to help you build a common language: <https://ccdi.ca/glossary-of-terms/>
- [Community of Practice Events](#) in October: Relational approaches to sustaining DEIA: Identity, interconnection, and conflict resolution
- Join CCDI's roster of over 700 Employer Partners. Build a Community of Practice where we learn, convene, and support each other to advance diversity, equity, inclusion, accessibility!
- Check out our learning events throughout the year on a variety of topics by scanning the barcode or via www.ccdi.ca

Access our website at
ccdi.ca



Thank you – Merci

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