

Beyond DEI to IDEAL

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Realize



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AVEC LE VIH ET D'AUTRES
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The IDEAL Principles

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Introducing the IDEAL Principles

IDEAL : Inclusion ... Diversity ... Equity ... Accessibility ... Leading to Belonging

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Addressing Discrimination & Inclusion

- The intent of the IDEAL principles is to promote and foster inclusion and belonging by addressing issues of discrimination based on:
 - race, colour, national, or ethnic origin
 - persons who identify as First Nations, Métis, or Inuit (with or without status)
 - religion, faith, or spiritual beliefs
 - language or linguistic origin
 - age, family, or marital status
 - sex, gender identity, or expression
 - sexual identity
 - mental, physical, episodic, or any other type of disability
 - language fluency

Defining Inclusion

- Inclusion involves acknowledging people as a whole, with multiple identities, seen and unseen
- Some people may feel they can share some aspects of their identity but not others
- But how do you find out who feels welcome and who does not?

Inclusion & Exclusion in Communication

- **Consider why some topics are off-limits.**
 - Is it because of discomfort with the topic?
 - Because some topics don't belong at work?
 - Because some things are private matters?

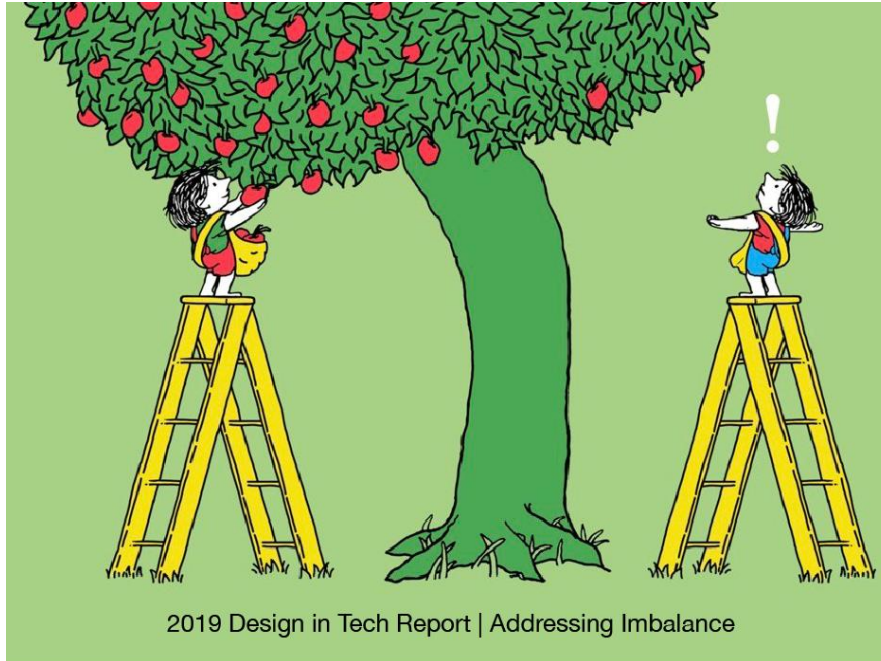
Bringing Our Selves Into the Workplace

- Bringing only certain parts of our identities to work creates barriers to employees being their best selves, doing their best work, and being fully part of the organization.
 - What identities are openly spoken of in our workplace?
 - Can you think of any identities that aren't recognized at work? (To help with this, consider the language of your organizational policies, which aspects of identity are mentioned? What identities are mentioned in organizational programs or events?)
 - Aside from personality factors, are there groups of employees that are less vocal in the organization?

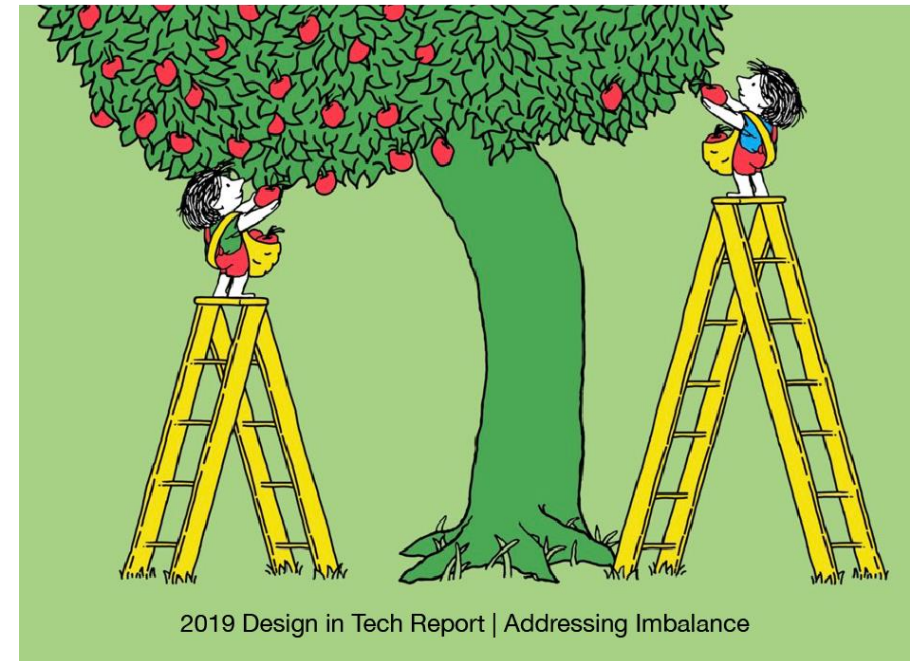
Experiencing Equity at Work

- You may be familiar with the terms: equality and equity. Sometimes we use the terms interchangeably, but they can have very different results for people from marginalized communities
- Equality focuses on treating everyone the same by providing access to the same resources or opportunities. Equity focuses on individual or group access to the resources or opportunities relevant to reach the intended outcome

Illustrating Equality and Equity



Equality as receiving the same support



Equity as individualized support

Recognizing Barriers to Equity Efforts

- **Barriers to leaders initiating equity dialogues can come from:**
 - Poor experiences with sensitive conversations in the past
 - Concerns about the amount of work to be done
 - Concerns about discussing sensitive topics
 - Uncertainty about what actions can be taken
 - Feelings of embarrassment or shame about privilege held
 - Seeing equity efforts as disconnected from the main goals of the organization

Increasing the Experience of Equity at Work

- To address imbalances in our organizations, an equity lens can add a useful perspective. Since experiences in society are not the same, how we treat employees in formal and informal ways can look to reduce imbalances in power or influence
- Consider equity from various perspectives, especially by hearing from people whose voices are not commonly heard
- Addressing equity imbalances is a collective effort that starts from the senior organizational levels and moves through every department to every person

The Root of Accessibility is Access

- **Access can be considered the:**
 - ability to enter a space/location
 - degree of difficulty navigating a space/location
- **What's the difference between the above statements?**

Putting Accessibility Into Practice

- How accessibility is put into practice matters. How can spaces be made more accessible?
- Reinforcing the value again and again. Talk regularly about how accessibility matters. Share your accommodation policy when interviewing, during hiring, and continue to talk about it to remind employees about what it says
- Invite employees to review and provide feedback on the policy

Putting Accessibility Into Practice (cont.)

- Invite employees and clients/customers to provide feedback on how accessible your physical or digital environment is
- As improvements are made to your organizational environment, implement principles of universal design
- Keep job descriptions up to date to facilitate accommodation and create a more inclusive hiring environment
- Where flexibilities exist in job design, offer the alternatives to anyone doing the job

Questions to Enhance Accessibility:

- What are the physical, architectural, technological, information, communication, or attitudinal barriers that hinder the full and equal participation in our organization of persons with an impairment, including a physical, mental, intellectual, cognitive, learning, communication, or sensory impairment?
- How do organizational policies reflect an inclusive approach to accessibility?
- In considering our organizational culture, how do leaders and staff view accessibility?
- How can we remove barriers to facilitate full and equitable participation better?

Is Belonging a Value or an Outcome?

Belonging can be considered both:

- a value held by individuals and organizations, and
- an outcome of intentional efforts to recognize social and structural imbalances and to strive to correct the imbalances

Belonging is an ongoing process that is measured from the perspective of the people with less privilege in the organization

In what ways do you see belonging demonstrated in your organization?

Increasing Belonging

Belonging is enhanced by:

- Feeling represented in the organization in visible and non-visible ways
- Creating a safe environment to speak concerns
- Maintaining personal privacy with disclosures, when requested
- Maintaining a focus on ongoing improvements
- Not making false promises where requested change is not possible
- Regularly communicating about changes, including what to expect, when, where, and any temporary impacts to be anticipated while the changes are ongoing

Questions for Reflection

- Which of the IDEAL principles do you feel are most present in organizational communication, policies, and practices? Which of the IDEAL principles are least present?
- What will increase the voices of people with diverse lived experiences in organizational decision-making?
- What challenges would you say create the most significant barriers to belonging for employees with less power in the organization?

To learn more about **Realize**, check out our website at:

<https://www.realizecanada.org/>

Contact us at: educationteam@realizecanada.org



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Resources

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