



# Module 4: Equity, Diversity, Inclusion with an Emphasis in Accessibility (Part 2)

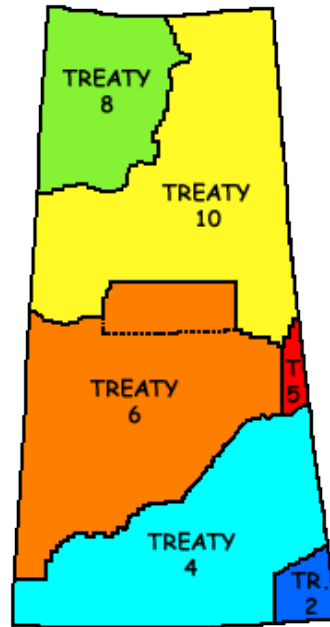
**SAISIA**

January 21, 2025

Flany Ba

MCoS Intercultural & Anti-racism Facilitator

# Land Acknowledgment



<https://www.whose.land/en/>



<https://metisnationsk.com/governance/#regions>

For more information to learn about Treaty  
[Office of the Treaty Commissioner](#)

Land Acknowledgment & its importance:

<https://nativegov.org/news/a-guide-to-indigenous-land-acknowledgment/>

# Housekeeping



After the workshop you will receive a copy of the presentation & support docs

After the workshop the Zoom recording will be available

Send your questions & I will answer them at the end

Tell us how we did in the survey

# Situating Myself - Context

- ◆ Born in Montreal
- ◆ French speaker
- ◆ First-generation Canadian
- ◆ West-African roots (Senegal and Mali)
- ◆ She/her/elle
- ◆ 35 years old
- ◆ Artist (dancer)
- ◆ Communication expert specialized in DEI
- ◆ DEI Journey started from very young but still learning



<https://mcos.ca/programs/education/>



Module 1: Embracing Diversity Beyond the Surface. Part 1: Oct 24<sup>th</sup> & Oct 15<sup>th</sup>, 2024



Module 2: Intercultural Communication & Competence. Part Oct 29<sup>th</sup> & Nov 12<sup>th</sup>, 2024



Module 3: Cross-Cultural Engagement in the Community. Part 1: Nov 26<sup>th</sup> & Part 2: Dec 10<sup>th</sup>



Module 4: Equity, Diversity, Inclusion (EDI) with an Emphasis on Accessibility  
Part 1: Jan 7<sup>th</sup> & Part 2: Jan 21<sup>st</sup>, 2025



Module 5: Recognition & Rejection of Racism. Part 1: Feb 4<sup>th</sup> & Part 2: Feb 18<sup>th</sup>

# Outline

## Module 4: Equity, Diversity and Inclusion with an Emphasis on Accessibility


### January 7, 2025 (Part 1)

- ❖ Saskatchewan Human Rights Commission
- ❖ Brief intro to Equity, Diversity, Inclusion (EDI) and Accessibility
- ❖ Human Rights Commission
- ❖ Small Group Discussion
- ❖ Final Q & A, Evaluation and Closing

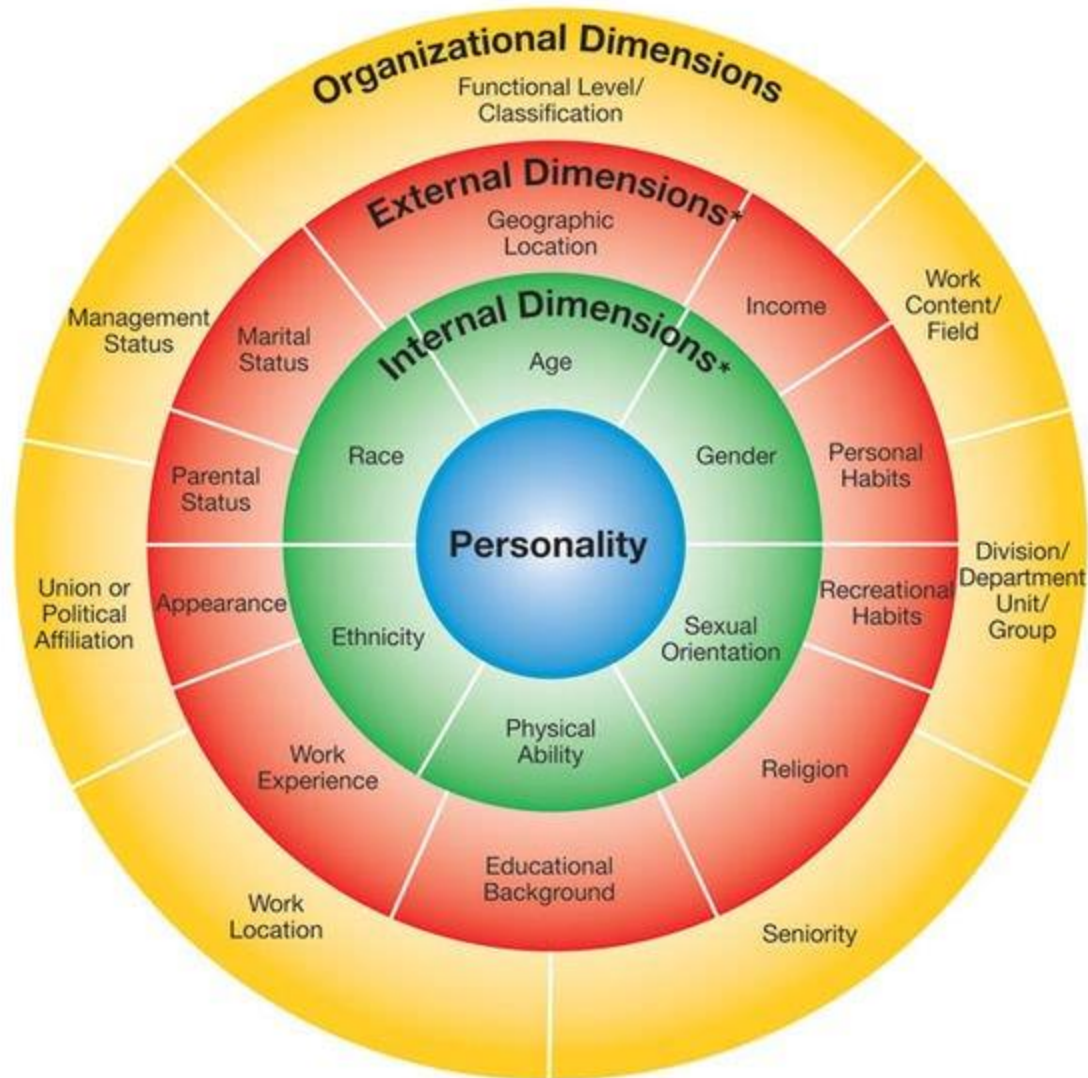
### January 21, 2025 (Part 2)

- ❖ Intersectionality
- ❖ Human Resources: Recruitment, hiring and retention
- ❖ Credential recognition
- ❖ Scenario and ways to address it
- ❖ Small Group Discussion
- ❖ Final Q & A, Evaluation and Closing

# Setting the Tone

- 
- Accept today as a starting point, it's a practice of self-awareness
  - Respect differences, be kind to yourself and others
  - Let go of the "good/bad" binary ([www.selamdebs.com](http://www.selamdebs.com))
  - Questioning own attitudes & beliefs - "Cultural humility"
  - Listen & Participate with open ears, mind, & heart
  - Discomfort leads to learning
  - Brief start on a big topic

# Reminder: Four Layers of Diversity



Adapted from: Gardenswartz & Rowe, 2003

[file:///C:/Users/MCOS/Downloads/9781586442118\\_extrait.pdf](file:///C:/Users/MCOS/Downloads/9781586442118_extrait.pdf)

# Menti Question

Maria, a 21-year-old Black student from the Caribbean, is an international student excelling academically and actively involved in campus life. Like many students, Maria manages anxiety and has tools to cope with it.

Before a class presentation, Maria experienced an anxiety attack and isolated herself in the restroom to recover. Her professor, concerned, followed her and asked if she was okay. Maria explained she was having an anxiety attack and needed 15 minutes to recover. Instead of respecting her request, the professor asked if Maria had taken drugs, citing harmful stereotypes about people from her background.

Despite Maria's denial and repeated explanation, the professor left and called the police, claiming Maria was on drugs and dangerous. The police restrained Maria, searched her belongings, and found nothing. This incident caused Maria significant emotional, psychological, and financial harm, while also damaging her reputation.

**On what grounds can Maria file a discrimination complaint against her professor?**



# Intersectionality



# Intersectionality

- ◆ Intersectionality is a term coined in 1989 by Kimberlé Crenshaw a legal scholar, Civil rights activist & feminist.
- ◆ Intersectionality is the framework of intersecting social identities, especially in regard to oppression, domination, or discrimination



# What is Intersectionality?

- ◆ *“Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experience of discrimination and privilege.” Kimberlé Crenshaw*
- ◆ *“Intersectionality is a metaphor for understanding the ways that multiple forms of inequality or disadvantage sometimes compound themselves and create obstacles that often are not understood among conventional ways of thinking” Kimberlé Crenshaw*

# What is Intersectionality & Is NOT

## What intersectionality is

- ◆ A recognition of oppression within overlapping identities

## What intersectionality is NOT

- ◆ Solely a celebration of diverse identities

# Menti Question

- ◆ **Intersectionality questions. Yes or No**
  1. Have you been offered a good job because of your connection to a friend or family member?
  2. Have you inherited or are likely to inherit money or property?
  3. Have you, or a family member or a close friend ever been the victim of violence related to gender?
  4. Were you raised in an area where there was drug and/or gang activities?
  5. Was one of your parents unemployed or laid off, not by choice?
  6. Have you ever been houseless, or did your family ever have to move because they could not afford the rent?
  7. Have you been denied access to a public building or an educational program because of a disability?

# Intersectionality in the Workplace



Source: Intersectionality: E8 (4:5 min) [Intersectionality | E8](#)

# Menti Question

- ◆ What is your take away from this video?



# Why Canada Needs Immigrants

# Why Canada Needs Immigrants

- ◆ Canada welcomes high levels of immigration to keep its economy strong
- ◆ Canada has one of the world's oldest populations & lowest birth rates
- ◆ As a result, Canada has been increasing its immigration levels since the late 1980s to increase its rate of population, labour force, and economic growth
- ◆ Canada will have 9 million baby boomers reach the retirement age of 65 by the year 2030

Source: <https://www.canadavisa.com/canada-immigration-levels-plans.html#gs.uwzg5h>

# Canada Immigration Levels Plan: 2021 – 2023

Immigration Class	2021	2022	2023
<b>Economic</b>	232,500	241,500	249,500
<b>Family</b>	103,500	103,500	104,500
<b>Refugee</b>	59,500	60,500	61,000
<b>Humanitarian</b>	5,500	5,500	6,000
<b>Total</b>	<b>401,000</b>	<b>411,000</b>	<b>421,000</b>

Source: CadanaVisa.com <https://www.canadavisa.com/canada-immigration-levels-plans.html#gs.uwzg5h>

# Menti Question

What are some of the reasons given when deciding not to choose a qualified candidate from an equity-seeking group?



# Human Resources

# Human Resources



# Recruitment



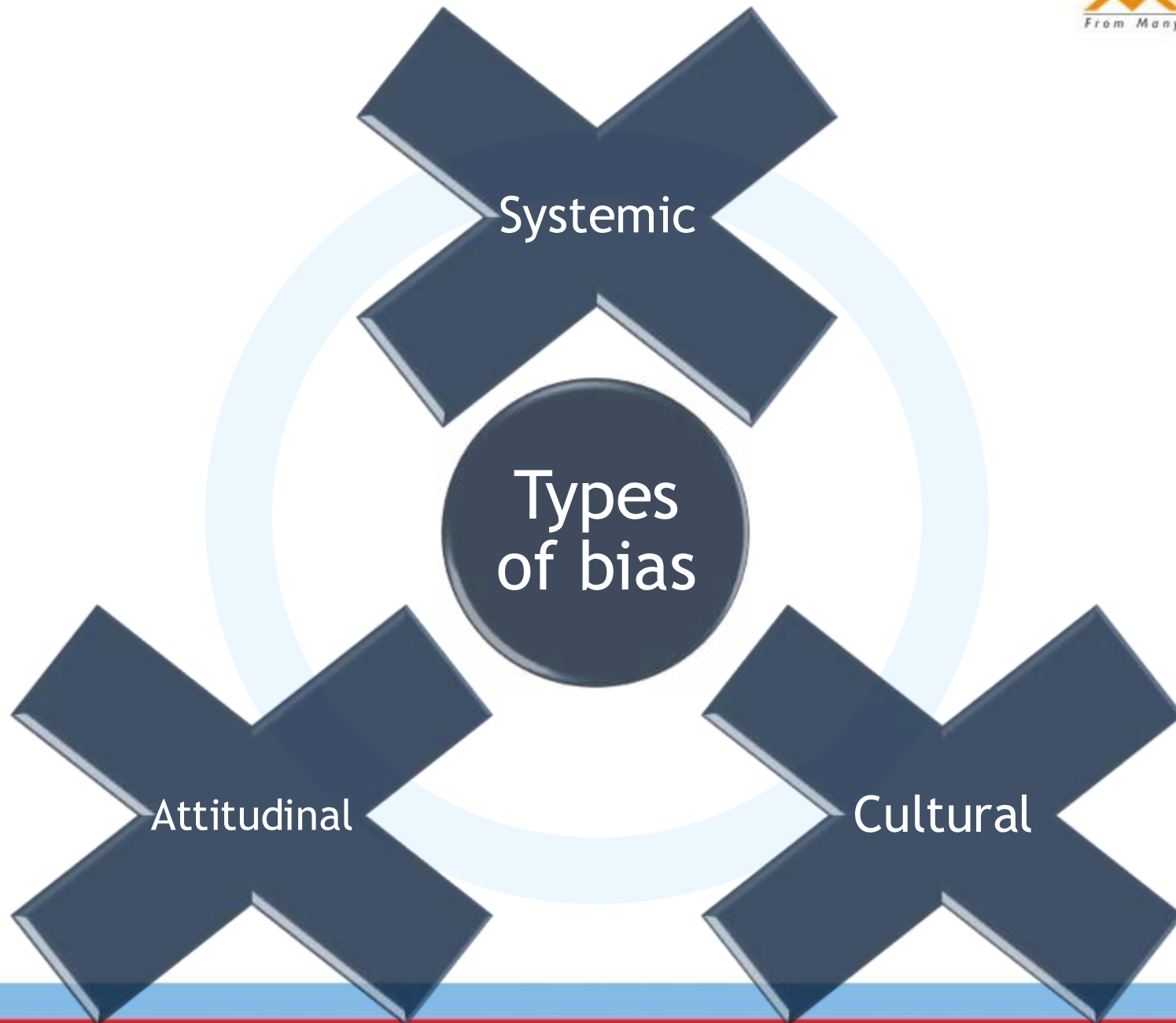
Get the word out

Build relationships with cultural groups and organizations that work with diverse communities

Promote the organization as a viable place to work

Connect with the volunteer base

Actively reduce bias in the selection process



# Bias-Free Recruitment



Source: José Vs. Joe: Who Gets A Job? (1:09 min) <https://www.youtube.com/watch?v=PR7SG2C7IVU>

# Menti Question

What are your thoughts?

# Bias-Free Recruitment

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Bias-Free... Job Descriptions that accurately reflect job requirement

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Screening and selection of candidates

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Interviews

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Credential recognition

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# Bias-Free Recruitment: Screening & selection of candidates

How  
to  
reduce  
bias:

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Develop and use a pre-screening form with function-related criteria

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Pay more attention to content than to the form of applications

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Take into account work experience gained in a variety of contexts, including experience gained outside Canada

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Factor in volunteer work

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Do not eliminate candidates with gaps in experience, or who appear to be over-qualified.

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# Bias-Free Recruitment: Interview

## Positive Practices

Ensure interview questions are related to the duties of the job to increase scoring objectivity

Provide the interview questions in writing to assist English language learners

Do not factor in the candidate's perceived enthusiasm for the job (expressed differently across cultures)

Use a diverse interview panel

Understand the variety of non-verbal interactions (e.g. eye contact, tone of voice) reflect cultural differences

Use an interview marking guide that increases scoring objectivity

# Bias-Free Recruitment: Credential Recognition

If it is unclear how international qualifications compare to Canadian credentials - assessments can be based on other criteria

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Invite  
candidates  
to:

Describe their years of experience in a field or job,  
or in performing specific tasks

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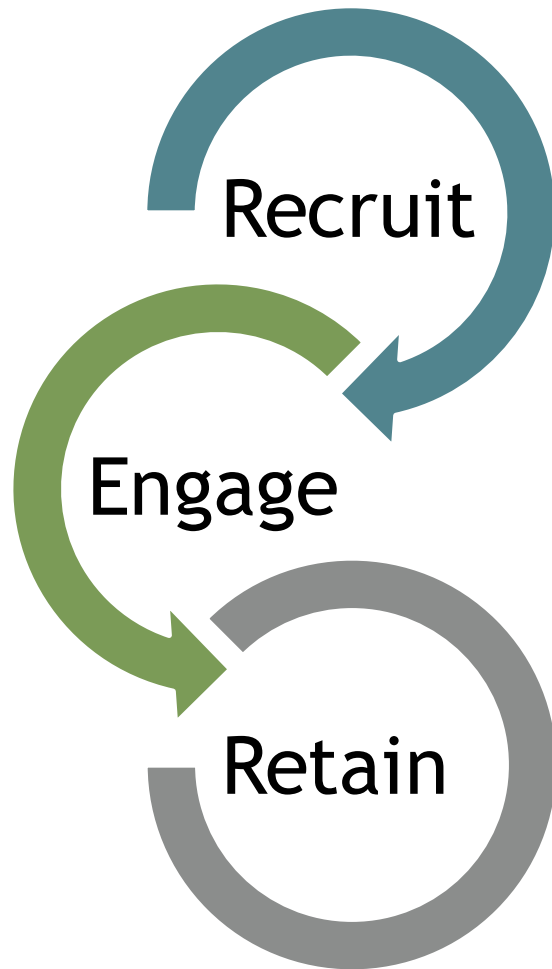
Explain their skills or demonstrate them in practical  
tests

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Demonstrate their knowledge through written  
examinations

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# Strategies



- ◆ Neutral job descriptions
- ◆ Standardized interview questions
- ◆ Diverse hiring staff
  
- ◆ ASK how to make the programs and services more welcoming, equitable and inclusive
- ◆ Empower your existing employees
  
- ◆ Diversity responsibility flows through the organization, not just one committee or person
- ◆ Align EDI programs with strategic plans

# Onboarding

- ◆ Onboarding - commitment by organization to ensure employee has what they need to be successful on the job;
  - ◆ Ensure organization is ready for equity group employees;
    - ◆ In order for current employees to engage, clearly state the benefits to organization and current employees.
  - ◆ Policies in place;
    - ◆ Need to be able to address issues for all cultures - example: definition of family, holiday, etc.,
  - ◆ EDI training;
    - ◆ Mandatory EDI training for employees at all levels of the organization.
  - ◆ Welcoming and checking in with all new employees to support with retention

# How Merit Functions in EDI

- **Merit is redefined as a more holistic concept** that includes both traditional qualifications and the ability to overcome challenges, demonstrate adaptability, and bring diverse perspectives to the workplace.
- **EDI policies seek to create fairer systems** where everyone, regardless of background, has the opportunity to showcase their potential.
- **Merit is evaluated in the context of systemic barriers** and the unique contributions individuals from underrepresented groups bring to the table.

# Mentimeter Question

- ◆ What are some strategies you know to keep employees engaged, and feeling like the work they do is valued?

# Break





# Scenario

# Scenario

“I was chatting with this older white woman by the entrance’s display table. Super pleasant and friendly. She saw an employment program pamphlet, and asked what it was.

I told her it was a program to help newcomers prepare and join the Canadian job market. She said there should be a program like this for white people.

Her kids were having a hard time getting jobs. Apparently, her son had applied for a job and was the most qualified, but due to DEI policies they hired someone else.

She said the hiring manager told her this. She touched on points about how Canada should be helping those who are already here, how non-white people are having their salaries subsidized by the government, etc.

I can't recall everything she said but it was a lot. The wild thing is that she was super calm, pleasant, said she was happy to welcome newcomers, and said she liked them.”

# Menti Question

What would you do?

## Ways to address the Scenario

- ◆ **1. Stay Calm and Respectful**
  - Keep your tone neutral and avoid becoming defensive. Responding with empathy or calm clarification can help de-escalate the situation.
  - Let her feel heard without validating problematic statements. You might say something like, "I understand your frustration with your kids' job search. It can be difficult for many people trying to find work, and it's disappointing when you don't get a job you really wanted."

## Ways to address the Scenario

- ◆ **2. Decide if you can address the situation**
  - It can take a lot of emotional and mental strength to handle this type of conversation. Especially if you are subjected to frequent microaggressions.
  - If you can't address the situation end the conversation by saying: “Many white people benefit from this program as it doesn't discriminate based on skin colour. This program teaches newcomers skills your son has already gained by growing up here. Organization XYZ offers a similar program for young people that would be a great fit for your son. You should check it out.”

### 3. Address the Specific Concerns Factually

- There is in fact employment program that support the general public, we just happen to serve newcomer. Check out Saks Jobs for example
- **Diversity, Equity, and Inclusion (DEI) Policies:** It's important to acknowledge that DEI policies aim to create equal opportunities, not to disadvantage people of one group. It is essential to explain that DEI policies are often designed to address historical disparities and current realities in the workforce.
- You could say, "The purpose of DEI initiatives is not to give preference to any one group over another, but to ensure that everyone has an equal chance, especially those who have faced systemic barriers."
- **Unemployment or Job Search Challenges:** Acknowledge that the job market is difficult for everyone, regardless of background. You could share that many people—across various demographics—face challenges in securing employment, and hiring decisions are based on many factors beyond qualifications, such as experience, fit with the organization, and more.
- EDI policies don't undermine merit; they focus on creating an equitable environment where all candidates have a fair shot at being evaluated based on their skills and qualifications.

- ◆ **4. Gently Challenge Stereotypes**
  - Without being confrontational, you can highlight that many immigrants contribute significantly to the economy, enrich Canadian culture, and bring valuable skills to the workforce.
  - You could also share that the program is specifically targeted to newcomers to help them integrate and access opportunities, as many immigrants may face additional barriers when entering the job market, like recognition of credentials, language differences, and limited networks.

- ◆ **5. Shift the Focus to Common Ground**
  - Find areas where you agree. For example, if she expresses sympathy for newcomers and says she likes them, you could focus on this shared sentiment. You might respond by emphasizing the value of a diverse, inclusive society for everyone.
  - "I agree with you—it's important that we all work together to build a community that helps everyone thrive. A strong and diverse workforce benefits everyone in the long run."

- ◆ **6. Acknowledge That Support Is Not Limited to Non-White People**
  - It's important to highlight that these programs are not exclusive to non-white people but are aimed at any group that faces barriers to employment, including those from lower socioeconomic backgrounds, people with disabilities, and other marginalized groups.
  - In fact, some programs may provide assistance to help all individuals, regardless of race, overcome employment barriers. For example, **the Canada Job Grant** provides training subsidies for employers who hire people from all backgrounds.

- ◆ **7. Redirect the Conversation if Needed**
- If the conversation becomes too heated or uncomfortable, you can gently steer it in a different direction by bringing the focus back to the original topic, such as the purpose of the employment program.
- For example, you could say, "I understand the frustration with the job market, but the program here is meant to help newcomers. It's just one of many resources that can support people who face unique barriers to employment."

- ◆ **7. Know When to End the Conversation**
- If the conversation becomes too negative or starts to feel unproductive, it's okay to politely end it. You can do this by stating something neutral, like, "It's important that we have these discussions, but I think I'll need to move on to speak with others now. Thanks for sharing your thoughts."
- Ultimately, its about balancing empathy, providing factual information and setting boundaries

## Small Group Breakout Rooms (10 min)

In groups of 8-10 discuss:

Newcomers often face various challenges when settling in a new country. What are some effective ways we can support and encourage them to thrive in their new environment?

Small group facilitator take note & share back with the large group 1 or 2 highlight from your discussion.

# Evaluation

SAISIA - MCoS Module 4 (Part 2)  
EDI with an Emphasis on  
Accessibility (Jan 21, 2025)



# Your Turn



Source: <https://www.bitrix24.com/about/blogs/webinars/bitrix24-live-qa-sessions-every-thursday.php>

# Resources

- ◆ Inclusive Language Guide Indigenous People
- ◆ Inclusive Language Guide Persons with Disabilities
- ◆ Inclusive Language Guide Race Ethnicity
- ◆ Inclusive Language Guide Gender Identity Expression sexual Orientation

# Implicit Association Tests



## Implicit Social Cognition

- Investigating the gap between intentions and actions.
- Project Implicit investigates thoughts and feelings that exist outside of conscious awareness or conscious control. Visit the research or demonstration websites to try out some tests and learn more about the research and yourself!

Source: <http://www.projectimplicit.net/index.html>

### Implicit Association Test

Take a Demo Test   Background   Tech Support   The Scientists   Project Implicit

#### Take a Demo Test

<b>Skin-tone</b>	<b>Skin-tone (Light Skin-Dark Skin IAT).</b> This IAT requires the ability to recognise light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.
<b>Weight</b>	<b>Weight (Fat-Thin IAT).</b> This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
<b>Sexuality</b>	<b>Sexuality (Gay-Straight IAT).</b> This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight people relative to gay people.
<b>Race</b>	<b>Race (Black-White IAT).</b> This IAT requires the ability to distinguish faces of European and African origin. It indicates that most people have an automatic preference for white over black.
<b>Countries</b>	<b>Countries ('Canada-United States' IAT).</b> This IAT requires the ability to recognise photos of national leaders and other national icons. The results revealed by this test provide a new method of appraising nationalism.
<b>Gender</b>	<b>Gender (Gender-Science IAT).</b> This IAT often reveals a relative link between humanities and females and between science and males.
<b>Age</b>	<b>Age (young-old IAT).</b> This IAT requires the ability to distinguish old from young faces. This test often indicates that people have automatic preference for young over old.

[Project Implicit Services](#)   [Copyright © IAT Corp.](#)

# Multifaith Calendar Education Tool

1. Learn about other religious or holiday celebrations.

2. Respect diversity of the cultural and religious holidays people celebrate and how they celebrate them.

3. Mark your calendar and your contact information with other scheduled religious or holiday celebrations.

How to build your awareness of diversity and create an inclusive environment



Purchase Multifaith calendar 2025 from MCoS <http://mcos.ca/store/>



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**[mcos.ca](http://mcos.ca)**



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다

Ameseginalehu Arigato

Iwi-  
Midawasi

Kinanaskomitin

NGIYABONGA

Danke

Jag tackar

Dhannvaad

Sas qharisto

Thank ye

Toda

Ose Grazie

Dziekuje

Gracias

Ugiwadong

Da blu

Salamat

Mahadsantahay

IntumThaybeen

Khawp Khun

Thank you

Xie Xie

Merci

Dyakooyu

Tesekkur ederim