



KAMLOOPS
IMMIGRANT SERVICES
TOGETHER WE'RE BETTER

THE WELCOMING WORKPLACE

INTEGRATING EQUITY, DIVERSITY,
AND INCLUSION INTO WORKSPACES



WELCOME

This toolkit has been designed to provide the resources to discuss equity, diversity, and inclusion, what they mean and why they are necessary inside the work environment. This toolkit aims to dismantle stigmas, explain biases, and generate safe spaces for experiential learning opportunities for Indigenous, Black, and People of Colour (IBPOC) and non-IBPOC community members. The toolkit encourages creative engagement between all members of any given work environment, and hopefully, it will increase the representation of diverse role models. The resources used to create this toolkit have been carefully selected to try and help those interested in developing equitable learning environments that foster personal growth and improving relationships. The resources will be presented in a way that's accessible, entertaining, interactive, and non-threatening; they are not intended as a substitute for hiring an EDI consultant or to developing diversity, inclusion, and anti-racism policies, but rather as an introductory and inspiring way to get oriented to fundamental principles.

This toolkit is not intended to be a one-time training piece; anyone is not expected to become a professional on the topics shared after finishing the overall content.

LAND ACKNOWLEDGMENT

Kamloops Immigrant Services would like to acknowledge that the geographical scope of this toolkit was made within the ancestral, traditional, and unceded territory of the Secwepemc Nation, Nlaka'pamux Nation, and Syilx tmix^w (Okanagan) Nation.

MODULE I



CORE DEFINITIONS

When defining terms within the framework of what we know as “EDI” (Equity, Diversity, and Inclusion), we must understand that the words will be defined through different scopes, but they shall maintain a core definition. EDI fails to include the term Accessibility in its title. This toolkit aims to provide an introductory piece into what accessibility is and how it fits within the EDI framework for work environments.





EQUITY

Equity can be defined as a core value that aims to provide exact and equal opportunities based on the needs required to achieve an objective in each environment to a group of people that might've been undeserved, marginalized, and underrepresented historically and continues to be. It is the starting point when trying to remove barriers within a given work environment.

CONTEXT

In any work environment, equity is achieved by observing the power, access, opportunities, approaches, outcomes, and overall impacts on the employees' mental and physical areas. Once marked, the creation of opportunities that give employees a chance to practice a task with no need to overcompensate for racial, ethnic, or physical abilities and understanding that each employee has a unique journey with or without being part of a historically underserved marginalized and underrepresented ethnic group or community. **2**

QUICK NOTE

Equity should not be an excuse to push back or delay the progressive development of diverse work environments. Equity differs from equality. Equity assesses the differences in each employee and tries to provide each with the resources needed to complete an objective. Equality offers the same resources and opportunities to each employee despite any challenges they might have. **5**



DIVERSITY

Diversity refers to the differences that are part of any given person or community. Variety can be seen through race, age, nationality, ethnicity, culture, gender identity, physical and mental abilities, educational backgrounds, and socioeconomic status. **1 2 3**

CONTEXT

Diversity in a work environment tries to highlight all the differences that make each employee unique. One can say that there could be two kinds of diversity within any given work environment, one that focuses on underserved, underrepresented and marginalized communities and the second category that looks at the diverse skills and experiences (either empirical or academic based) each employee has and how they contribute to each work cohort. This toolkit will focus mainly on the first category, given that it is usually the one most employers or work environments need more ability to understand and develop. **1 2 3**



QUICK NOTE

A common misconception is that with the development and promotion of diversity, inclusivity is attached to it. It is very common for diversity to exist while inequity and exclusiveness continue to be prevalent.

INCLUSION

Inclusion is seen as a wide variety of practices, actions, rules, or norms that promotes, embrace, and encourage the participation of underserved, underrepresented, marginalized communities and those from visible majorities. Inclusion tries to provide a sense of belonging to those members from historically underserved, underrepresented, and marginalized communities. Overall, an inclusive environment shall offer anyone a welcoming, safe, dignified, and fair space. **1 4**



CONTEXT

A work environment that provides its employees with the opportunities to feel part of a more extensive community, despite their differences, is one to be called inclusive. It is an oversimplification; however, it is necessary to mention that no single path will lead to an inclusive environment. In an inclusive environment, you want employees to feel respected, confident, and valued and feel they can thrive in any way that suits them best. Usually, inclusive spaces provide a better satisfaction rate from employees and customers. **1 3 4**