



Diversity, Equity and Inclusion in the Workplace

Tillsonburg 



Learning Outcomes

- Explain diversity, equity and inclusion definitions, how they differ, and why they matter for all workplaces
- Explain Definition of Human Rights and Equity
- Outline examples of inclusive behaviours in the workplace

The Town of Tillsonburg is dedicated to promoting diversity, equity, inclusion, and belonging in the workplace.

We celebrate and welcome the diversity of all employees, stakeholders, and external personnel.

We strive to create a supportive work environment and a culture that welcomes everyone and encourages equitable opportunities for all employees.

The Town will comply with all applicable legislation in pursuit of these endeavours.

A close-up photograph of a person wearing a white button-down shirt. Their right hand is extended, with the index finger pointing towards the right. The background is slightly blurred, showing more of the person's torso and the shirt's buttons. The overall tone is professional and clean.

About Us



What is Diversity?

Diversity

Diversity

- The differences among people that result from unique qualities, identities or experiences or even heredity.
 - Diversity in the workplace comes in many forms and plays a critical role in how employees communicate, interact, adapt, and accept change.
 - Although every person is unique, people of similar backgrounds will also have similar experiences. Diversity is the term for the variety of backgrounds that people have and the wide range of perspectives that arise from that variety.

Often in the forefront of diversity are

- Race (colour, nationality, ethnic or national origins)
- Gender (gender identities different from sex assigned at birth)
- Disability (can be visible or completely unnoticeable)

All three qualify as protected grounds for discrimination.

Diversity is multi-dimensional!

Diversity exists in many dimensions. Diversity can also apply to culture, education, personality or work experience. Letting people of all races, genders and abilities contribute and feel welcome, makes for a stronger, more diverse team.





What is Inclusion?

Inclusion

Inclusion

- Creating a culture that embraces, values, and respects diversity and supports all members through equitable practices.
 - Without inclusion, diversity can't contribute to organizational and cultural well-being. Inclusion happens when people feel their diversity is valuable to the organization and people feel safe to be themselves at work.
 - The legal and ethical cases for diversity and inclusion are straightforward – respecting diversity is the right thing to do. Given the diversity in Canadian society, it is valuable for organizations to have employees that represent and understand the diversity of the public.

Introducing Diversity

Introducing diversity and inclusion is not always easy. People are sometimes threatened by change of any sort. Uncertainty in the face of change is normal, but it matters how people respond to these changes. If fear of change turns into aggressive or threatening behavior, it needs to be stopped immediately. Employees are more likely to embrace changes they feel involved in instead of having the changes imposed on them with no input from themselves.

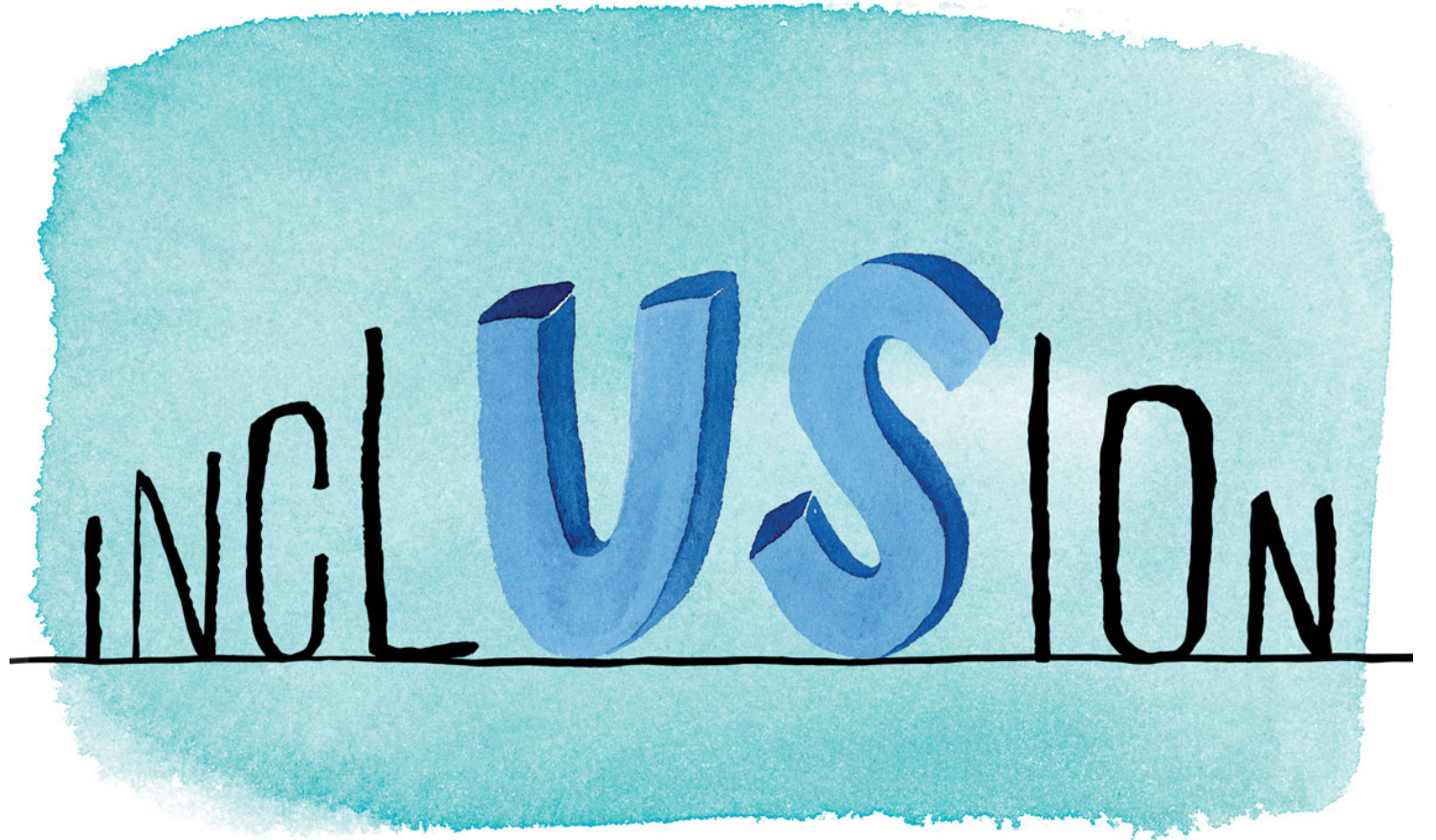
Examples of Inclusive Behaviour in the Workplace

- Consciously connecting with people who are not the same as you
- Practicing active listening and empathizing with others
- Seeking feedback and learning from different perspectives
- Encouraging collaboration and teamwork across diverse groups
- Recognizing and celebrating the contributions of all team members
- Supporting the professional development and career growth of others
- Challenging bias and discrimination when you see it
- Creating a safe and supportive environment for everyone
- Communicating clearly and respectfully with others



Everyone Benefits

Inclusive behavior can benefit the workplace in many ways, such as increasing productivity, employee engagement, innovation, and profitability. Inclusive behavior can also improve the company culture and reputation, as well as attract and retain diverse talent.





Human Rights

Human Rights

Human Rights in Canada

- Human Rights legislation in Canada outlines specific prohibited grounds of discrimination as well as contexts where these grounds apply. While each jurisdiction differs in some aspects of prohibited grounds, many of them overlap.

What is Discrimination?

- Treating people unequally or making a distinction based on prohibited grounds that results in a burden, obligation, or disadvantage that is not imposed on others or that limits access to opportunities, benefits, and advantages available to other members of society.
- All employees have the right to be treated fair and to be free of discrimination.

Prohibited Grounds of Discrimination

- Race
- Ancestry
- Place of Origin
- Colour
- Ethnic Origin
- Citizenship
- Creed
- Sex



What is Equity?



What is Equity?



Equity

- Equity – fair treatment of all people and access to opportunities that accounts for the different experiences people have based on factors that are protected by human rights legislation.



Equity, Diversity and Inclusion

- Are often grouped together when organizations work on supporting different groups of individuals including people of different races, genders, backgrounds, abilities and sexual orientations.
- Companies that embrace equity, diversity and inclusion (EDI) are better to handle organizational challenges, meet their customers' needs and support their employees.



Thank You

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Town of Tillsonburg

