

Inclusion Champion

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Overall Philosophy: "It's everyone's responsibility"

Pillar Space is a brave space:

- We will make mistakes
- We are willing to put issues that are uncomfortable on the table to discuss them
- We must feel safe enough to articulate if some issues are personally challenging
- We commit to having "get real" conversations with each other and within the team

Privilege and Power

- ¹We acknowledge that privilege operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favors, and benefits to members of dominant groups at the expense of members of target groups. This privilege is often manifested in being able to or deciding to decide what is best for others, the ability to decide who will have access to resources and the capacity to exercise control over others

Team Alliance

Engage in GET REAL conversations - be honest, non judgemental, check out assumptions, say what you need to say, actively listen, follow up so nothing is left hanging

Support and sustain a BRAVE SPACE FOR FAILURE AND LEARNING by creating opportunities for us to explore how making mistakes aids in our growth and ability to support each other

Support FLEXIBLE WORKING by creating clear guidelines that support it, respecting the diversity of needs that each role requires, communicate where we are

¹ Definitions were abridged from: © Leaven 2003 Doing Our Own Work: A Seminar for Anti-Racist White Women

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The role of the Diversity & Inclusion Champion:

One year

Renewable once

Requires a letter of intent to the ED

Take the lead when possible to:

- Increase understanding of issues around equity, the wants and needs in the community, and how the community wants to be engaged
- Increase conversations, and promote community action around equity
- Increase and measure the extent to which the nonprofit sector reflects London

General Responsibilities:

Increase conversations, and promote community action around equity

- Intentionally engage the team in conversations around diversity and inclusion at team meetings
- Practice 'calling the team in' & utilize an inclusion lens in our work to better promote diversity (e.g. talk about our inclusion fails)
- Track diversity & inclusion moments for shared learning) storytelling and growth

Increase and measure the extent to which the team's work is compliant with:

- Bill 168
- Pillar's Diversity and Inclusion, Harassment policies

The Inclusion Champion may be a resource/support to the team, clusters, individuals when looking to develop strategies to:

- Embed inclusion in all their work at Pillar
- Ensure applying an inclusion lens when developing projects, planning events, assessing our work.
- This will include: (but is not limited to):

Language:

Is our language understandable to the whole community?

- Ask volunteers/DECAs or ask Dharshi/Sienna to ask someone who is not already in our space to assess for inclusive language

Do we have resources available to translate our materials?

- If possible build into budgets
- Look for volunteers who may be able to help us

Are we using person first language?:

- **People-First Language** emphasizes the **person** before all else. By placing the **person first**, the ----- is no longer the **primary**, defining characteristic of an individual, but one of several aspects of the whole **person**.

Demographics:

Who is in London and area?

- Census National Household Survey: Indigenous, Immigrants, visible minority, LGBTQ2+, Persons with Disabilities

Who is accessing our services/products?

If our client/members are not diverse have we developed a strategy to reach out? (1-18 month strategy not one offs).

Recruitment:

When recruiting staff, developing strategies to solicit applications from skilled candidates of diverse backgrounds and perspectives.

Measuring our efforts - (how diverse was our applicant pool, short-listed candidates, hires)

Measuring retention, performance reviews include not just our inclusion lens but also how included do we feel in this workplace culture.

Communications/Marketing:

Intentionally use an equity lens when developing communications strategies and materials e.g. language, visuals, audience, etc.

Land Acknowledgement:

TBD - Caitlin?

Feedback

Tracking opportunities*

Current focus (2018)

Physical accessibility

Include tangible examples - include humanness