

## **Fellowship in Inclusion and Philanthropy** **Final Project**

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### **Summary**

Here are the different resources that we have compiled for posting on the Resource section of the Fellowship website, [www.afpinclusivegiving.ca/resources](http://www.afpinclusivegiving.ca/resources). They have been categorized and include titles, short synopses, and website URLs. This Resource Centre will serve as an information hub covering a wide range of topics related to Diversity and Inclusion.

We would like to acknowledge those who assisted us with this project. Sahar, our Program Manager, sent us many resources through Facebook and emailed them to us. Also, Fellows from the first cohort of the Fellowship in Inclusion and Philanthropy helped us compile resources.

### **Recommendations**

We envision that this webpage will be a dynamic tool that will keep evolving as new resources emerge and we hope it will remain relevant in future. We would recommend that someone, perhaps from another cohort, be assigned to adding new resources to the Resource Centre and updating or archiving the old ones. Our hope is to establish this foundation on which subsequent groups of fellows will build.

As we're not exactly sure how the resources will be laid out on the webpage, we could see a few possibilities.

- We included the portion "Via ccdi.ca" (for example) in the description because people might be curious which website it came from. It is unnecessary to list the entire URL in the description.
- We envision that the URL for the resource will be in a hyperlink and/or embedded in an image. For example, people could click on "Read more" at the end of the synopsis, or perhaps the URL could be embedded in an image that could be clicked on.

We would be interested in collaborating with the web designer and giving input on the layout when the time comes.

### **Notes:**

1. Sahar suggested that we indicate which resources are from Canada. Beside the title, we listed if they were Canadian. Perhaps when they are posted online, this can be signified with a Maple Leaf symbol.
2. We added a few more categories beyond what was listed in our project outline.

## **HUMAN RESOURCES**

### **The Voice of Nonprofit Talent – Perceptions of Diversity in the Workplace**

*Via [commongoodcareers.org](http://commongoodcareers.org)*

This report focuses on one of the most significant challenges faced by the nonprofit sector – building and sustaining diverse organizations. The nonprofit sector’s collective ability to attract, retain, and advance people of color determines the quality of talent and directly impacts our ability to meet our respective missions.

[http://commongoodcareers.org/diversityreport.pdf?\\_ga=1.166053054.1200652267.1453907701](http://commongoodcareers.org/diversityreport.pdf?_ga=1.166053054.1200652267.1453907701)

### **Shaping the Future: Leadership in Ontario’s Nonprofit Labour Force (Canada)**

*Via [theonn.ca](http://theonn.ca)*

The vast majority of nonprofits in Ontario are small organizations with less than five employees. Because many nonprofits cannot offer career growth within one workplace, sector employees often have to move between organizations in order to grow and develop their skills and leadership potential. These structural constraints also affect opportunities for training and development.

<http://theonn.ca/wp-content/uploads/2011/06/ONN-Mowat-Shaping-the-Future-Final-Report.October2013.pdf>

### **Why Diversity and Inclusion Will Be A Top Priority for 2016**

*Via [linkedin.com/pulse](http://www.linkedin.com/pulse)*

With all the press we read about diversity, inclusion, women in leadership, and the need to be open-minded about religious and cultural differences, one might ask "is 2016 going to be the year of diversity in business?" This topic has been raised in the public eye and research now proves that companies with great diversity outperform their peers by a significant margin. A recent research study - Bersin by Deloitte 2015 [High-Impact Talent Management](#) research – supports this fact.

<https://www.linkedin.com/pulse/building-diversity-inclusion-op-priority-2016-josh-bersin>

### **Making The Most of the GTA’s Culturally Diverse Workforce (Canada)**

*Via [triec.ca](http://triec.ca)*

Immigrants make up half of our workforce and population. Does this make you wonder if you’re truly reaching the best candidates for your jobs – or managing cultural differences in the workplace well?

The Toronto Region Immigrant Employment Council (TRIEC) brings leaders together who are committed to helping immigrants and employers succeed. TRIEC believes that when immigrants prosper, we all do.

<http://triec.ca/>

### **Increasing Diversity Through Improved Recruitment and Hiring Practices (Canada)**

*Via [hrcouncil.ca](http://hrcouncil.ca)*

To ensure the selection of diverse talent, HR policies and practices should be reviewed carefully to identify barriers and opportunities for improvement. Working towards increased and enhanced

workplace diversity is not difficult or complicated— it’s about having solid HR practices. Reviewing HR policies and practices with a diversity lens highlights good recruitment and selection practices that help organizations focus on building a diverse workplace.

<http://hrcouncil.ca/hr-toolkit/diversity-recruitment.cfm>

### **Creating an Inclusive and Supportive Work Environment (Canada)**

*Via hrcouncil.ca*

Once an organization has successfully modified their recruitment and hiring practices to reach a more diverse audience, the next step is to successfully engage and support them as employees. When individuals feel that they cannot be themselves at work, they will not engage fully as part of the team or in assigned work.

<http://hrcouncil.ca/hr-toolkit/diversity-supportive-environment.cfm>

### **Why Diversity In Hiring Is Only One Part Of The Puzzle**

*Via fastcompany.com*

It isn't that companies aren't giving any thought at all to inclusion, it's just that they tend to prioritize diversity in hiring much more, overlooking how important culture is in determining the outcome of those efforts. Diversity and inclusion must go hand-in-hand; without an inclusive work culture, employees won't be set up for success. Instead, they'll be more likely to leave, and organizations will miss out on the benefits of the diverse workforces they're trying to hire.

<http://www.fastcompany.com/3056351/the-future-of-work/why-diversity-in-hiring-is-only-one-part-of-the-puzzle>

### **Organizational Culture Inventory**

*Via humansynergistics.com*

The *Organizational Culture Inventory*® (OCI®) is the most widely-used and thoroughly-researched tool for measuring organizational culture in the world.

<http://www.humansynergistics.com/products-services/OrganizationDevelopment/OrganizationalCultureInventory>

## **BOARD AND LEADERSHIP**

### **Join a Board through DiverseCity onBoard (Canada)**

*Via diversecityonboard.ca*

DiverseCity onBoard is the “go-to” program that connects qualified, pre-screened candidates from visible minority and underrepresented communities to volunteer board positions.

<http://diversecityonboard.ca/join-a-board/>

### **Diversify Nonprofit Boards (Canada)**

*Via diversecityonboard.ca*

View 10 tips for ways to diversify your non-profit board.

<http://diversecityonboard.ca/diversecity-counts/ten-tips-to-diversify-nonprofit-boards/>

### **Board Diversity Training Toolkit (Canada)**

*Via pillarnonprofit.ca*

This resource is board governance-focused and will map out how to move from acknowledging and respecting diversity to developing real action-based strategies. e.g. developing an organizational diversity goal, a board recruitment process, and tailoring your documents and statements to be more inclusive.

[http://www.pillarnonprofit.ca/sites/default/files/resources/pillartoolkit\\_boarddiversity\\_05.pdf](http://www.pillarnonprofit.ca/sites/default/files/resources/pillartoolkit_boarddiversity_05.pdf)

### **Crisis: Diversity in Boards and Leadership Teams**

*Via 101fundraising.org*

Organizations can be more successful or innovative if they address the lack of diversity on their boards. Diversity in leadership is good for the bottom line.

<http://101fundraising.org/2015/10/the-diversity-crisis-do-nonprofits-need-quotas/>

### **The Nonprofit Sector has a Ferguson Problem**

*Via nonprofitquarterly.org*

Many surveys show the lack of diversity in nonprofit leadership and governance. This article includes some tips on how to improve this.

<http://nonprofitquarterly.org/2014/12/05/the-nonprofit-sector-has-a-ferguson-problem/>

### **Five Ways to Build Diverse, Inclusive Leadership Teams**

*Via ssir.org*

Nearly half of the students in the United States are students of color, and that percentage is larger in urban communities struggling with socio-economic inequalities. Without leaders who reflect the diversity of these communities, education organizations are not operating at optimal performance, and they may not be developing solutions that effectively address the needs of the populations they're working to serve.

[http://ssir.org/articles/entry/five\\_ways\\_to\\_build\\_diverse\\_inclusive\\_leadership\\_teams](http://ssir.org/articles/entry/five_ways_to_build_diverse_inclusive_leadership_teams)

## **PROGRAMS AND SERVICES**

### **Count me in! Collecting Human Rights-based Data (Canada)**

*Via ohrc.on.ca*

Many people think that collecting and analyzing data that identifies people on the basis of race, disability, sexual orientation and other Ontario Human Rights Code grounds is not allowed. But collecting data on Code grounds for a Code-consistent purpose is permitted, and is in accordance with Canada's human rights legislative framework, including the Code, the Canadian Human Rights Act, the federal Employment Equity Act, and section 15(2) of the Charter of Rights and Freedoms.

<http://www.ohrc.on.ca/en/count-me-collecting-human-rights-based-data>

### **Helping Nonprofits Fulfil Their Mission (Canada)**

*Via pillarnonprofit.ca*

Pillar Nonprofit Network supports nonprofit member organizations in fulfilling their missions in our community, while also making connections for community impact. Pillar provides leadership, advocacy and professional development, and promotes volunteerism, networking opportunities and information sharing.

<http://www.pillarnonprofit.ca/members/programs>

### **Equity, Diversity and Human Rights (Canada)**

*Via toronto.ca*

The Equity, Diversity and Human Rights division ensures that the City's services, programs and policies are responsive to the needs of Toronto's diverse communities.

<http://www1.toronto.ca/wps/portal/contentonly?vnextoid=1d7ae03bb8d1e310VgnVCM10000071d60f89RCRD>

### **Inclusion in the Creative Workplace (Canada)**

*Via workinculture.ca*

The Inclusion in the Creative Workplace program supports the efforts of these smaller workplaces towards inclusion by developing elements that can be freely used and adapted by people in the sector.

<http://www.workinculture.ca/Resources/Inclusion-in-the-Creative-Workplace/eLearning>

### **Unlocking the Promise: A Guide for Funders Interested in Transformational Grantmaking**

*Via fundersnetwork.org*

This guide focuses on the intersection of race, class and access to opportunity related to growth and development decisions made by governments, private developers, and not for profit organizations in communities of all sizes.

[http://www.fundersnetwork.org/files/learn/UNLOCKING\\_THE\\_PROMISE.pdf](http://www.fundersnetwork.org/files/learn/UNLOCKING_THE_PROMISE.pdf)

### **Diversity & Inclusion**

*Via graybridgemalkam.com*

Diversity competency is a crucial ingredient for attracting, developing and retaining a talented workforce and building a solid foundation for an increasingly global economy. Moreover, an organization that values, respects and leverages diversity is an organization of choice for prospective employees and clients.

<http://graybridgemalkam.com/courses-workshops/diversity-inclusion>

## **INCLUSIVE FUNDRAISING PRACTICES**

### **Turning Challenges into Opportunities: Fundraising in a Diverse Community (Canada)**

*Via afpnet.org*

Located in one of the most diverse communities in the world, The Scarborough Hospital Foundation has been building relationships with patients and learning different cultural beliefs to better understand how to reach out to their diverse community.

<http://www.afpnet.org/ResourceCenter/ArticleDetail.cfm?ItemNumber=13954>

## **Fundraising in the Chinese Canadian Community: Chinese New Year (Canada)**

*Via afpnet.org*

Did you know that for many ethnic cultures, people are generous when celebrating their cultural holidays? For the Chinese Canadian community, there is no holiday more important and universally celebrated than Lunar New Year (more commonly known as Chinese New Year).

<http://www.afpnet.org/ResourceCenter/ArticleDetail.cfm?ItemNumber=36409>

## **FIELDS OF WORK**

### **FIELD OF WORK – ARTS**

#### **Blackness in Nonprofit Theater: Where Representation Becomes Marginalization**

*Via nonprofitquarterly.org*

Black History Month has become the slot of choice in the nonprofit theater world for “the black show.” I call this a dangerous practice because it suggests a finite time period during which black stories, voices, and bodies may exist onstage and in the audience. Do theaters do this on purpose?

[http://nonprofitquarterly.org/2016/01/29/blackness-in-nonprofit-theater-where-representation-becomes-marginalization/?utm\\_source=hs\\_email&utm\\_medium=email&utm\\_content=25743639&hsenc=p2ANqtz-8oIm3QdMtFW56IxLJ-SL8MKEdT\\_jDBOsTndh\\_wGkRXQaueITkWiYBETlIPDukicmbciAML0PAK18PUPJP1TigWImPWog&hsmi=25743639](http://nonprofitquarterly.org/2016/01/29/blackness-in-nonprofit-theater-where-representation-becomes-marginalization/?utm_source=hs_email&utm_medium=email&utm_content=25743639&hsenc=p2ANqtz-8oIm3QdMtFW56IxLJ-SL8MKEdT_jDBOsTndh_wGkRXQaueITkWiYBETlIPDukicmbciAML0PAK18PUPJP1TigWImPWog&hsmi=25743639)

### **FIELD OF WORK – CORPORATE**

#### **Values in Action: Diversity & Inclusion at United Way Toronto (Canada)**

*Via unitedwaytyr.com*

The 2014 United Way Diversity and Inclusion Progress Report, which includes the results of their July 2014 Diversity and Inclusion staff survey.

<http://www.unitedwaytyr.com/document.doc?id=247>

#### **City of Ottawa Equity and Inclusion Lens Handbook (Canada)**

*Via ottawa.ca*

A tool to support the work for city staff, management and council. The Equity and Inclusion Lens helps them to be systematic, consistent and coherent in the work they do.

<http://ottawa.ca/en/city-hall/get-know-your-city/statistics-and-economic-profile/equity-and-inclusion-lens>

#### **RBC: Diversity for Growth and Innovation (Canada)**

*Via rbc.com*

Diversity helps make RBC both an organization people want to do business with and a rewarding place to work. By drawing on the strength diversity provides, RBC can meet new challenges and help create prosperity for employees, clients, shareholders, and the communities they serve.

<http://www.rbc.com/diversity/>

## **FIELD OF WORK: NONPROFIT**

### **Diversity and Inclusion: Valuing the Opportunity (Canada)**

*Via mowatcentre.ca*

Based on recent survey findings, the not-for-profit sector in Ontario does not appear to be diverse in its leadership, or to have a strong commitment to diversity and inclusion at the organizational level. The absence of systems regarding diversity and inclusion should certainly signal the need for change in a sector that aspires to represent and speak for the community.

[https://mowatcentre.ca/wp-content/uploads/publications/82\\_diversity-and-inclusion.pdf](https://mowatcentre.ca/wp-content/uploads/publications/82_diversity-and-inclusion.pdf)

### **Shaping the Future – Leadership in Ontario’s Nonprofit Labour Force (Canada)**

*Via theonn.ca*

This report includes some statistics from nonprofits in Ontario showing the lack of diversity in leadership positions and how active nonprofits are in the recruitment of employees from diverse populations (see page 58 onward).

<http://theon.ca/wp-content/uploads/2011/06/ONN-Mowat-Shaping-the-Future-Final-Report.October2013.pdf>

## **FIELD OF WORK – FUNDRAISING AND PHILANTHROPY**

### **Diversity, Equity, and Inclusion (DEI) Research and Tools**

*Via d5coalition.org*

Practical tools and resources from D5 and other efforts to improve your organization’s – and philanthropy’s – work to advance diversity, equity, and inclusion. Includes research, a self-assessment tool, webinars and presentations.

<http://www.d5coalition.org/tools/>

### **Diversity in the Fundraising Profession**

*Via institute-of-fundraising.org.uk*

The Institute of Fundraising (IoF) carried out this piece of research to get a better understanding of the make-up of the fundraising workforce and gain an insight into the diversity of the profession.

<http://www.institute-of-fundraising.org.uk/library/diversity-in-the-fundraising-profession/>

### **AFP Inclusive Giving Project – “Diversity to Inclusion in Philanthropy Series” (Canada)**

*Via afpinclusivegiving.ca*

Organized by the AFP Foundation for Philanthropy – Canada, in cooperation with the Association of Fundraising Professionals (AFP) Toronto and Ottawa chapters, this series was a ground-breaking project focused on understanding the philanthropic traditions and interests of 12 diverse and distinct communities in Ontario.

<http://www.afpinclusivegiving.ca/about-the-program/history/>

### **Diversity in Fundraising**

*Via [afpnet.org](http://afpnet.org)*

The Association of Fundraising Professionals (AFP) “Diversity in Fundraising” webpage includes some Diversity and Inclusion resources.

<http://www.afpnet.org/About/content.cfm?ItemNumber=3120>

### **Diversity and Philanthropy: Book by Lilya Wagner**

*Via [diversityandphilanthropy.com](http://diversityandphilanthropy.com)*

An indispensable resource for nonprofit leaders and fundraisers. At a time when nonprofit leaders find themselves in an increasingly diverse philanthropic environment, understanding how to harness the power of cultural diversity is essential.

<http://www.diversityandphilanthropy.com/>

### **Diversity, Inclusion and Effective Philanthropy**

*Via [rockpa.org](http://rockpa.org)*

In philanthropy, tapping into diverse thinking is common sense. Better-informed funding decisions often require a more comprehensive analysis of both problems and their solutions. The principles of diversity and inclusion also enhance the cultural competency of any giving program — building a deeper and more operational understanding of the diverse people and communities it aims to serve.

<https://rockpa.org/document.doc?id=207>

### **Diversity In Philanthropy**

*Via [foundationcenter.org](http://foundationcenter.org)*

The Foundation Center’s bibliography on diversity in philanthropy documents the growing concern about this issue in recent years. The phrase “diversity in philanthropy” brings somewhat different things to mind for different people, and the bibliography attempts to capture the range of the substantial literature on this topic.

[http://foundationcenter.org/getstarted/topical/diversity\\_in\\_phil.pdf](http://foundationcenter.org/getstarted/topical/diversity_in_phil.pdf)

### **Minority Report: Philanthropy’s Diversity Deficit**

*Via [cityphilanthropy.org.uk](http://cityphilanthropy.org.uk)*

Widening participation is an established principle of the UK today – but not, it seems, of philanthropy. In a bid to discover how diverse UK philanthropy is and whether it fairly reflects the cultural make-up of our nations we talked to a number of mainstream, diaspora, and Black and minority ethnic (BME) organisations and individuals involved in giving.

[http://www.cityphilanthropy.org.uk/sites/default/files/user-uploads/minority\\_report\\_final.pdf](http://www.cityphilanthropy.org.uk/sites/default/files/user-uploads/minority_report_final.pdf)

### **2015 Diversity and Inclusion Survey Report**

*Via [afpnet.org](http://afpnet.org)*

The Association of Fundraising Professionals partnered with several other organizations (including CFRE International, African American Development Officers Network, Canadian Association of Gift Planners (CAGP), Native Americans in Philanthropy, and the Grant Professionals Association) to launch a survey to establish a baseline of information on diversity in the fundraising profession.

<http://www.afpnet.org/files/ContentDocuments/2016%20Diversity%20and%20Inclusion%20Report%20-%20Final.pdf>

## **COMPREHENSIVE D AND I STRATEGIES**

### **Creating inclusive and diverse nonprofit organizations (Canada)**

*Via uwo.ca*

Pillar Nonprofit Network conducted a study looking at non-profit organizations in London, Ontario. Topics included Board Diversity and Cultural Diversity in Volunteer Management.

<http://ir.lib.uwo.ca/cgi/viewcontent.cgi?article=1005&context=mer>

### **Toolkit for developing a Diversity & Inclusion Strategy (Canada)**

*Via ccdi.ca*

The purpose of this toolkit is to give you the framework for creating a D&I Strategy document that can be easily customized to suit your own organization.

<http://www.ccdi.ca/reports/20140910-CIDI-Report-D&I-Strategy-Toolkit.pdf>

### **Inclusiveness at Work: How to Build Inclusive Nonprofit Organizations**

*Via nonprofitinclusiveness.org*

A comprehensive workbook from The Denver Foundation on how to make your nonprofit organization more inclusive.

<http://www.nonprofitinclusiveness.org/inclusiveness-work-how-build-inclusive-nonprofit-organizations>

### **Unlocking the Power of an Inclusive Culture**

*Via accenture.com*

At Accenture, embracing inclusion and diversity in the widest possible sense—beyond gender, ethnicity or religion—is part of a powerful recipe for success and central to being a high-performance business. We recognize that each person has unique strengths and, by embracing those unique strengths, we achieve success, foster innovation and deliver high performance.

[https://acnprod.accenture.com/\\_acnmedia/Accenture/Conversion-Assets/DotCom/Documents/About-Accenture/PDF/1/Accenture-Our-People-Our-Focus-Inclusion-Diversity-2014.pdf](https://acnprod.accenture.com/_acnmedia/Accenture/Conversion-Assets/DotCom/Documents/About-Accenture/PDF/1/Accenture-Our-People-Our-Focus-Inclusion-Diversity-2014.pdf)

## **BENCHMARKING TOOLS FOR D & I**

## **What Gets Measured Gets Done (Canada)**

*Via ccdi.ca*

It's an old adage, but an accurate one. If we aren't measuring an initiative – whatever the initiative – how do we know if it has been successful? Imagine launching a new product into the market without the ability to measure its success. Unthinkable. So why are we not applying the same rigor to measuring the impact of diversity initiatives?

<http://www.ccdi.ca/reports/what-gets-measured-gets-done.pdf>

## **VOLUNTEERS AND INCLUSION**

### **Keeping Volunteers Engaged (Canada)**

*Via afpnet.org*

5 Ways to keep your volunteers engaged with your organization and loving you in the long run.

<http://www.afpnet.org/ResourceCenter/ArticleDetail.cfm?ItemNumber=36410>

### **Cultural Competence Toolkit (Canada)**

*Via pillarnonprofit.ca*

How to involve volunteers from culturally and linguistically diverse backgrounds. A practical application of the Canadian Code for Volunteer Involvement.

[http://www.pillarnonprofit.ca/sites/default/files/resources/cultural\\_competence\\_toolkit\\_final.pdf](http://www.pillarnonprofit.ca/sites/default/files/resources/cultural_competence_toolkit_final.pdf)

## **EDUCATION**

### **AFP Diverse Communities Scholarship**

*Via afpnet.org*

The AFP Foundation for Philanthropy accepts applications for the scholarship fund for members of diverse communities to attend the AFP International Fundraising Conference.

<http://www.afpnet.org/About/content.cfm?ItemNumber=33690>

### **Harmony Movement (Canada)**

*Via harmony.ca*

Harmony Movement provides interactive diversity and equity education programs that empower and inspire youth, educators and those in the social service sector to develop an equity lens, empathy, respect, and leadership skills as leaders for social change.

<http://www.harmony.ca>

### **Inclusion Network (Canada)**

*Via inclusion.com*

Workshops, training events and resources for inclusion.

<http://inclusion.com/inclusionnetwork.html>

## **My Experiences as a Black Computer Science Student at Stanford University**

*Via [linkedin.com/pulse](https://www.linkedin.com/pulse)*

To understand the importance of representation as a minority in majority spaces, one must acknowledge that there's an unspoken language and common understanding of struggle that is shared between people. Daily micro-aggressions, blatant discrimination, and systemic hiring disadvantages exemplify the basis of this language.

<https://www.linkedin.com/pulse/debugging-codeswitching-my-experiences-black-computer-williams>

## **Grow Your Skills. Grow Your Impact**

*Via [philanthropyu.org](http://philanthropyu.org)*

It can be challenging to have the impact you hope to achieve in the world. At Philanthropy University, we are redefining philanthropy and professional development, one change maker at a time. This first-of-its kind, Philanthropy University is a free educational initiative that helps people working for social good deepen their impact and change the world.

<http://philanthropyu.org/>

## **Intercultural Communication and Conflict Resolution**

*Via [coursera.org](https://www.coursera.org)*

Intercultural Communication and Conflict Resolution is a growing area of importance considering the pace and volume of global transactions. The ease of global communication using technology, the abundance of cheaper transportation costs, and the frequency of businesses using cross-border talent is fostering millions of interactions a day between people of different cultures.

<https://www.coursera.org/learn/intercultural-communication/>

## **Inclusive Leadership Training: Leading with Effective Communication**

*Via [edx.org](https://www.edx.org)*

All too often, we struggle to communicate effectively—particularly with others who are different from us in some way. This course will show you how the most effective communication utilizes the inclusive leadership mindset of Empowerment, Accountability, Courage, and Humility and guide you on how to use that mindset yourself.

<https://www.edx.org/course/inclusive-leadership-training-leading-catalystx-il5x>

## **OVERVIEW OF DIVERSITY AND INCLUSION**

### **Inclusion: What it is and what it isn't**

*Via [friendshipcircle.org](http://www.friendshipcircle.org)*

Simple diagrams that illustrate the differences between Inclusion and Exclusion, Segregation and Integration.

<http://www.friendshipcircle.org/blog/2014/01/02/inclusion-what-it-is-and-what-it-isnt/>

### **Canadian Centre for Diversity and Inclusion (Canada)**

*Via [ccdi.ca](http://ccdi.ca)*

The Canadian Centre for Diversity and Inclusion (CCDI) is designed to help employers, and diversity and inclusion (D&I), Human Rights and Equity (HR&E) and human resources (HR) practitioners effectively address the full picture of diversity, equity and inclusion within the workplace. Founded and run by experienced D&I practitioners, the CCDI's focus is on practical sustainable solutions that help employers move toward true inclusion.

<http://www.ccdi.ca/>

### **A Primer on Intersectionality**

*Via [whiteprivilegeconference.com](http://whiteprivilegeconference.com)*

Intersectionality, a term coined by AAPF's Kimberle Crenshaw, has been offered as a prism from which to view a range of social problems to better ensure inclusiveness of remedies, and to identify opportunities for greater collaboration between and across social movements.

[http://www.whiteprivilegeconference.com/pdf/intersectionality\\_primer.pdf](http://www.whiteprivilegeconference.com/pdf/intersectionality_primer.pdf)

## **DIVERSITY AND INCLUSION POLICIES**

### **Commit with a Policy (Canada)**

*Via [hrcouncil.ca](http://hrcouncil.ca)*

Good intentions must be supported by sound policies and procedures. One of the first ways to make an organization's commitment to diversity explicit and shared is to have clear policies that communicate the values of the organization and provide employees with consistent processes to follow.

<http://hrcouncil.ca/hr-toolkit/diversity-foundation.cfm#relevant-hr-policies>

### **Implementing a Diversity Policy (Canada)**

*Via [biotalent.ca](http://biotalent.ca)*

A list of critical steps to take when implementing a diversity policy.

<http://www.biotalent.ca/en/news/implementing-diversity-policy>

### **Policies on Workplace Diversity (Canada)**

*Via [hrcouncil.ca](http://hrcouncil.ca)*

Sample diversity policies from workplaces such as YWCA Yellowknife and Volunteer Calgary.

<http://hrcouncil.ca/hr-toolkit/workplace-diversity.cfm>

### **Diversity Policy: Centre for Addiction and Mental Health (Canada)**

*Via [camh.ca](http://camh.ca)*

Centre for Addiction and Mental Health (CAMH) is committed to being a leader in delivering mental health and addiction services in ways that are effective, fair, inclusive, respectful and culturally competent. CAMH is committed to having a workplace that respects diversity. This policy is a framework to help promote respect, equity and sensitivity competency in all aspects of work.

[http://www.camh.ca/en/hospital/about\\_camh/health\\_equity/policy\\_framework/Pages/diversity\\_complete\\_policy.aspx](http://www.camh.ca/en/hospital/about_camh/health_equity/policy_framework/Pages/diversity_complete_policy.aspx)

### **Diversity and Inclusion Policy: WorkInCulture (Canada)**

*Via workinculture.ca*

WorkInCulture is committed to a framework for change that begins with articulating a vision of inclusion based on research and self-reflection. We will implement strategies, policies and practices inspired by that vision, including addressing the public image and information (communications) of the organization.

<http://www.workinculture.ca/getattachment/Resources/Inclusion-in-the-Creative-Workplace/Inclusive-HR-Toolkit/Visioning-Diversity-and-Inclusion/Policy/Pol-WICDiversityFinal.pdf.aspx>

### **Diversity and Inclusion Policy: City of Edmonton (Canada)**

*Via edmonton.ca*

This Framework provides staff throughout this organization with the tools and supports to identify and address systemic barriers in order to build a diverse and inclusive workforce broadly representative of the citizens and communities served.

[http://www.edmonton.ca/city\\_government/documents/Final\\_Diversity\\_Inclusion\\_Framework\\_Implementation\\_Plan.pdf](http://www.edmonton.ca/city_government/documents/Final_Diversity_Inclusion_Framework_Implementation_Plan.pdf)

### **Non-Discrimination and Harassment Policy: United Way (Canada)**

*Via unitedwaytyr.com*

United Way is committed to providing and maintaining a workplace which ensures that all individuals are treated with dignity and respect and are able to work in an environment that is free from discrimination and harassment.

<http://www.unitedwaytyr.com/file/Non-Discrimination-Harassment-Policy.pdf>

## **GENDER**

### **Creating Authentic Spaces: A Gender Identity and Gender Expression Toolkit**

*Via the519.org*

This toolkit will serve as a guide toward creating an affirmative work environment for people who identify as trans and gender non-conforming. A positive, supportive environment allows all people to express their whole selves; when everyone is able to do this, we are each able to reach our highest potential.

<http://www.the519.org/education-training/training-resources/trans-inclusion-matters/creating-authentic-spaces>

## **ACCESSIBILITY**

### **Abilities Centre – A Culture and Climate of Accessibility**

*Via soundcloud.com*

A podcast featuring the Abilities Centre in Whitby – an accessible Sports and Fitness recreation centre built for the Parapan Am Games and the community.

<https://soundcloud.com/ontario-nonprofit-network-404333991/the-abilities-centre-a-culture-climate-of-accessibility>

### **Accessibility Laws (Canada)**

*Via ontario.ca*

Ontario has laws to improve accessibility for people with disabilities. Learn about the standards you need to follow and reporting deadlines for complying with accessibility requirements.

<https://www.ontario.ca/page/accessibility-laws>

### **Ontario Nonprofit Network “EnAbling Nonprofits Webinar Series” (Canada)**

*Via theonn.ca*

This webinar series was created to help nonprofits learn about inclusive practices and understand their requirements under the Accessibility for Ontarians with Disabilities Act (AODA).

<http://theonn.ca/our-work/our-partnerships/enabling-nonprofits-ontario/enabling-nonprofits-webinar-series/>

### **Sample Accessibility Policy: United Way (Canada)**

*Via unitedwaytyr.com*

United Way is committed to meeting all requirements under AODA. This includes workplace emergency response plans, fair and accessible employment practices, provision of information and customer service.

<http://www.unitedwaytyr.com/file/Accessibility-Policy.pdf>

## **SOCIAL MEDIA IN DIVERSITY AND INCLUSION**

### **Social Media and The Chief Diversity Officer: One CDO’s Success Story**

*Via institutionaldiversityblog.com*

In this video post, Dr. Denise O’Neil Green discusses how integral social media has been in helping her succeed as a Chief Diversity Officer at Ryerson University. She talks about using social media to build her brand and strengthen her professional network.

<http://institutionaldiversityblog.com/social-media-and-the-chief-diversity-officer-one-cdos-success-story/>

### **Love Has No Labels Video**

*Via youtube.com*

We may consider ourselves unprejudiced, but many of us unintentionally make snap judgments about people based on what we see—whether it’s race, age, gender, religion, sexuality, or disability. The Love Has No Labels campaign challenges us to open our eyes to our bias and prejudice and work to stop it in ourselves, our friends, our families, and our colleagues.

<https://www.youtube.com/watch?v=PnDgZuGfHs>