

Fostering Equitable, Diverse and Inclusive Workplace Cultures

Reflect shared values of equity, diversity and inclusion (EDI).
Respect diverse perspectives, knowledge, skills and experiences.
Align with organizational commitment and EDI strategy.
Embed EDI into policy, procedures and processes.

A workplace culture that advances equity, values diversity and builds inclusion fully engages staff in demonstrating respect for human dignity, promoting belonging and well-being, and recognizing the contribution of individuals, groups and teams. It is supported through:



Commitment and Guiding Principles

- Establish vision for EDI.
- Reflect shared values and behaviours.



Shared Responsibility

- Cascade accountability within organization.
- Embed EDI into operations.
- Assign resources and supports.



Structures and Supports

- Engage formal/informal leaders, established structures, groups and committees.
- Identify positions of responsibility.
- Consider creating an EDI council/committee or advisory group.
- Adopt trauma-informed approaches.



Training

- Build awareness as well as develop capacity to change behaviours.



Action Plan/Strategy

- Integrate EDI across functional areas.
- Include specific, measurable, achievable objectives.
- Adopt qualitative and quantitative metrics.
- Support incident reporting (i.e., positive reporting).



Policies and Procedures

- Align with commitment.
- Infuse EDI across business areas.
- Provide guidance regarding reporting concerns/incidents.



Communications

- Model and support inclusive language.
- Share information about activities, progress, challenges and successes.



Monitoring and Evaluation

- Report regularly on results, outcomes and monitoring of ripple effects, whether anticipated or not.
- Include independent review.
- Use evaluation to inform revisions to strategy and ongoing engagement.

