INCLUSION

University of Prince Edward Island
Employer Toolkit

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PROVIDING HEALTHY WORKPLACES

Talk about healthy workplaces can conjure images of staff 'Fun Runs' and lunch-hour yoga. But a recent student survey revealed "support for physical activity" was the *lowest* ranked of 13 aspects of a healthy workplace.

The #1 pick? Students selected "create an environment that feels safe and free from harassment" for first place, followed by fostering learning and being respectful & accepting of diversity.

Source: The Brainstorm Student Career Interests Benchmark Report, 2020.

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BENEFITS OF DIVERSITY & INCLUSION

- *Gartner:* Gender-diverse, inclusive teams outperform gender-homogeneous, less inclusive teams **by an average of 50%**

- *BCG:* Companies with diverse management teams had a **19% increase in revenue** compared to peers

- *Deloitte:* Cognitive diversity can **enhance team innovation by up to 20%**

- *McKinsey & Company:* Companies with culturally diverse boards are **43% more likely to experience higher profits**

- *Glassdoor:* **67% of job seekers** name diversity & inclusion as a key factor when making employment decisions

DIVERSITY IS...

"Diversity means difference. Different social identities, different ways of problem-solving and different styles of communication.

Having diversity on a team means companies can benefit from the multitude of ways their diverse members approach their work and, in turn, relate to diverse clientele."

BIG DIFFERENCES = BIG GAINS

Neuroatypical

Access to new ways of knowing, thinking, and being

Differently Abled

Generate creative solutions for everyday problems

Multi Faith

Challenge assumptions and broaden horizons

Gender Universe

Mature as a brand and grow your audience

New Culture

Find inspiration through fresh perspectives

Lived Experience

Build critical insight and understanding

INCLUSION IS...

"Inclusion is spending time understanding those differences and being intentional about creating policies and practices that embrace that diversity.

Inclusion is also being willing to listen to diverse perspectives and change the way a company does things."

"Often people think inclusion is about events or cultural celebrations–food, festivities and fun.

That should be a tactic, not a strategy in and of itself.

Inclusion means an organization is intentional about multiple perspectives and paradigms being *included in how the actual work gets done."*

—Alice H. Jones

OUR TEAM
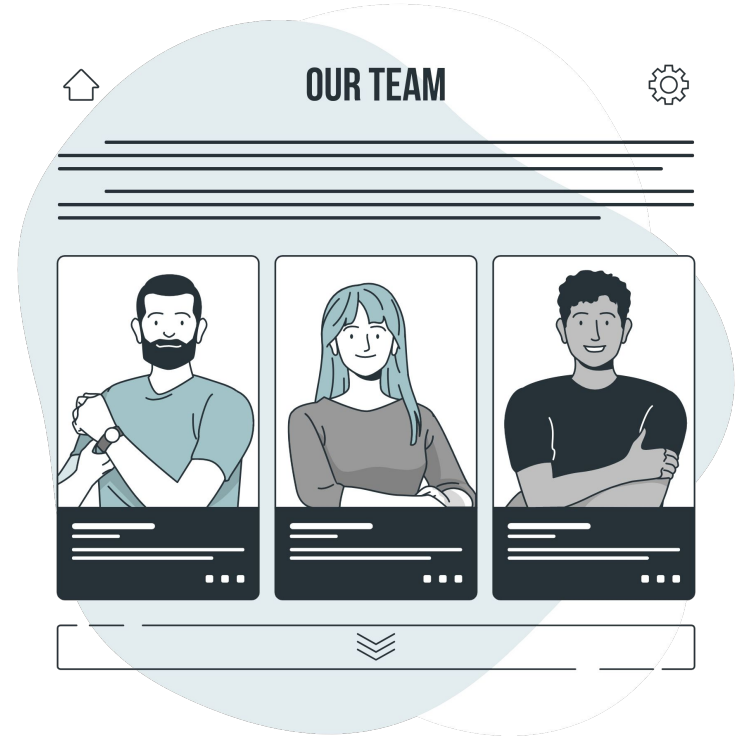
LEADERSHIP LOOKS LIKE...

Listening
with humility when alerted to potential issues or mistakes

Becoming
comfortable with the reality that every individual and situation will be unique (no "one size fits all")

Confronting
discrimination and standing up for human rights by setting clear, company-wide expectations and enforcing policy

Modelling
inclusive language and behavior on a daily basis

GUIDELINES FOR INCLUSIVE LEARNING

The goal of Universal Design for Learning is for learners to be purposeful and motivated, resourceful and knowledgeable, strategic and goal oriented.

As someone overseeing the work of a student, you can help optimize their learning by following the guidelines of providing multiple means of **engagement, representation, action** and **expression**.

Read more about how to utilize the guidelines **here**

Source: *The UDL Guidelines*, CAST, 2021.

SOMETHING'S UP! MODEL

The Something's Up! Model is a reflective cycle designed by NorQuest College to help people develop a more mindful approach to their work practice, especially when it comes to intercultural sensitivity and competence.

The model can be used to help you grow, learn and model inclusion. See our example on the next slide.

1 | **Something's up!**
What happened? How did you feel?

2 | **Suspend judgement**
Identify what thoughts, judgements and conclusions come to mind

3 | **Make sense**
What is happening? How could this be explained? What are the costs/benefits?

4 | **Informed action = improved relationships**
Ask questions, check perceptions, review goals, change & adapt to new goals

SOMETHING'S UP! IN PRACTICE:

1 **Asked "Where are you from?"**
Noticed drop in energy afterwards

2 **Worried I said something wrong**
Are they homesick? What am I missing?

3 **Imagined how that question might feel**
Realized I assumed they weren't from PEI

4 **Decided to ask "Where's home?" from now on**
Noted positive response to new word choice

Research suggests that **ALL post-secondary students** studying in Canada would **benefit from work-integrated learning experiences.** Visit our Hiring presentation and read our six tips for inclusive recruiting. Learn about other Canadian employers experiences with students by clicking here.

TOOLKITS & RESOURCES

Creating Authentic Spaces: Gender Inclusion Toolkit
Cultural Intelligence Centre: Diversity, Equity and Inclusion Resources
Diversity, Equity and Inclusion Checklist
EDI in COVID-19
Gender-Inclusive Language
Language and Disability
Race, Equity and Power at Work
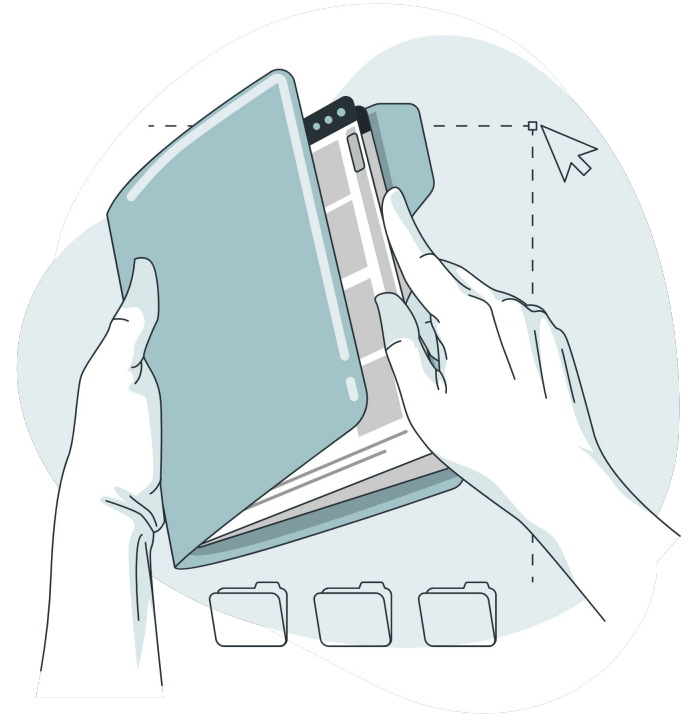Racial Justice: EDI Resource Guide
Terminology: The LGBTQ+ Alphabet
Transitioning Employers: Trans Inclusive Workplaces

Universal Design for Learning
Workplace Inclusion in Canada

SOURCES

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"Gender, Equity, Diversity, and Inclusion: Business and Higher Education Perspectives." The Conference Board of Canada, 2018.

"Get comfortable with the uncomfortable: A path to a sustainable diversity and inclusion program", iCIMS, 2020.

"How Active Listening Builds Diverse Cultures", BRINK, 2020.

"How Cynthia Marshall Transformed the Dallas Mavericks' in 100 Days", LinkedIn Talent Blog, 2019.

"How Diverse Leadership Teams Boost Innovation", BCG Henderson Institute, 2018.

"Innovation, High Performance and Diversity: Putting the Puzzle Pieces Together", Deloitte.

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"What Is Diversity, Inclusion and Belonging?", Glassdoor.com, 2019.

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"Why Diversity and Inclusion Has Become a Business Priority", Josh Bersin, 2019.

Workplace Coach Guide, The Centre for Intercultural Education, *2013*.

Thanks!

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This toolkit is a living document under continuous review. We welcome feedback to help us improve information and resources. Complete our feedback form here.

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