

What does it mean to be an organization that values and invests in equity, diversity and inclusion (EDI)?



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Many organizations recognize the importance of investing in equity, diversity, and inclusion strategies but they do not know where to begin.

It is important to define these terms to have a reference point when using these words.

Diversity - representation in terms of difference (e.g. race, nationality, ethnic origin, gender, sexual orientation, age, ability, religion, language, etc.) that resembles the identity of the people and the larger community.

Equity - practices, processes, and policies that ensure and promote a fair access to opportunities and outcomes for diverse identities within the organization (e.g. hiring, mitigating reported cases of micro-aggressions, data collection, etc.).

Inclusion - a sustained welcoming and safe/protected environment for all people that prioritizes diversity and equity as foundations for creating spaces where people feel valued and respected for their identity and contributions.



This resource is created to help organizations identify where there are gaps in their policies and practices through a series of guiding questions. Once gaps are identified, it is important to invest in action-oriented strategies and steps to collect data and measure it against the baseline established to improve outcomes overtime and grow as an organization to become more equitable, diverse, and inclusive.



Assessing Your Organizational Baseline Measure for Equity, Diversity, and Inclusion

Question(s) to Consider	What kind of data is available or being collected to answer the question(s). Consider quantitative as well as qualitative data. Data is required to establish a baseline which then allows for improvements to be measured over time.	Next steps to lead to improvements and growth in the area?
Does your organization use land acknowledgements to begin meetings?		
Who is involved in the decision-makings within the organization? Are procedures clearly outlined? Who is represented or not represented within leadership positions? Why?		
What criteria are decisions based on?		
Are the criteria used for decision-makings communicated to members in advance and clearly? Is this documented and outlined in your policies?		
How are incidents related to microaggressions, racism, harassment, discrimination, and abuse being reported and handled? Is there a procedure in place for reporting? What data are you collecting (e.g. demographical data or race-based data)? How is it collected? How is it interpreted and by whom?		



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What roles do racialized and minoritized identities have in your organization? Are they part of the decision-making at all levels?		
How do you celebrate members' achievements? How do you share failures and learn from it?		
How do you build community and relationships amongst your staff? Who is under-represented and in what ways?		
Does your organization seek diversity with intentionality? When and where are you recruiting new members? In what ways and using what platforms?		
Are interviews for leadership positions done by one person or a committee to mitigate bias? Who is evaluated and how often? Is there a system in place for how feedback is provided to members so it is constructive rather than destructive? Who is promoted and for what reasons?		