Inclusive Civic Engagement

March 23, 2016 • 1:30 – 3:00 p.m.

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RECORDING NOTICE: This webinar is recorded and will be available to the general public on the HC Link website.
Civil Society

In a vibrant democracy, voluntary organizations are themselves spaces for the exercise of citizenship and conduits for connecting citizens to government.

Effective citizen involvement not only promotes the direct participation of individuals in policy processes, it also encourages the development of strong associational networks with active, democratic memberships. These serve as intermediary sites of deliberation and as vehicles for collective action that link citizens to policy processes.

Civic Engagement

...refers to ways in which people participate in civic, community, and political life and contribute to the improvement of their neighborhood, community, and nation. It includes volunteering, voting, organizing and advocacy.

Community Engagement

...refers to ways organizations engage constituents and the public in order to align organizational goals, programs, and services with community interests and needs.

http://animatingdemocracy.org/place-start/what-social-change
Many forms of civic engagement

The Arts & Civic Engagement Impact Initiative works to advance understanding among practitioners, funders, and other stakeholders of the social impact of arts-based civic engagement and social change.

http://www.animatingdemocracy.org/about/impact-initiative
Public libraries can play an essential role in the process of community building and should be seen as vital assets that exist at the very heart of community life.

(Kretzmann & McKnight, 2003)

Service Clubs

http://www.orangeville.ca/news/2014/10/01/service-club-signage-unveiled
Thorncliffe Park Women’s Committee
An extraordinary example of the power of civic action.

• Identified shared concerns and aspirations
• Created a partnership
• Volunteered their time and energy
• Harnessed collective power to overcome obstacles
• Became empowered to create change for themselves and their community

Inclusive Civic Engagement

• Civic engagement is critical for building and sustaining the social capital needed for a healthy community

• Many people experience barriers to participation

• Municipalities are taking action to reduce barriers and encourage participation

• The voluntary sector is critically important and must reflect the full range of community voices and perspectives

• Leadership positions in voluntary organizations are a stepping stone to community and political leadership
Questions Comments Ideas ?
Inclusive Civic Engagement.

Cathy Gallagher-Louisy,
Director, Knowledge Services
Agenda

• Key Concepts in Diversity, Inclusion, and Accessibility.
• The Imperative for Inclusion.
• Barriers to Inclusion.
• Strategies to Create Inclusion.
Key Concepts.
D&I – CIDI’s Definitions.

Diversity… is about the individual. It is about the variety of unique dimensions, qualities, and characteristics we all possess.

Inclusion… is about the collective. It is about creating a culture that strives for equity and embraces, respects, accepts, and values difference.

Diversity and Inclusion… is about capturing the uniqueness of the individual, and creating an environment that values and respects individuals for their talents, skills and abilities to the benefit of the collective.
Verbiage is Important.

Tolerance ✗

vs.

Inclusion ✓
Inclusion

Exclusion  Segregation  Integration
Is Equality Always Fair?
Verbiage is Important.

**EQUITY = FAIRNESS**
ACCESS to SAME OPPORTUNITIES → We must first ensure equity before we can enjoy equality

**EQUALITY = SAMENESS**
GIVING EVERYONE THE SAME THING → It only works if everyone starts from the same place
Understanding the Complexity.

Answer as many of these questions about yourself as possible.

**What is Your:**
- Gender.
- Sexual orientation.
- Gender identity.
- Religion.
- Nationality.
- Ethnicity.
- Age.
- Health.
- Geographic region.
- Educational level.
- Occupation.
- Level with your org.

**Are You:**
- Married, common-law or single.
- A person with a disability.
- From an urban, rural, or suburban area.
- A parent or grandparent.
- A sibling, aunt or uncle.
- A student or teacher.
- An immigrant.
- An athlete, artist, or scientist.
- An activist.
- Introverted or extroverted.

**Have you ever been:**
- In the military.
- Struggling to make ends meet.
- In the working class.
- In the middle class.
- Wealthy.
- A member of an association.
- A union member.
- In prison.
- Unemployed.
- Laid off.
Accessibility.

Accessibility = design of products, devices, services, technology, or environments for people with disabilities.

Accessibility is strongly related to universal design.
Accessibility Benefits Everyone.

• Easier to access buildings.
• Easier to read documents.
• Easier to read and navigate websites.
• Multiple formats to receive information.
• Events that include everyone.
• Classes that include everyone.
Plan with Accessibility in Mind.

• Events.
• Classes.
• Services.
• Websites.
• Recruiting & employment processes.
• Documents & presentations.
Accessibility Resources.

• Ryerson Guide to accessible events.  
  http://www.ryerson.ca/accessibility/resources/guide_to_accessible_events.pdf

• CCDI’s toolkit for inclusion of deaf and hard of hearing:  
  http://TalkingASL.ca
The Imperative for Inclusion.
Canada’s Imperative.

Canada Labour Force Supply and Demand: High, Medium and Low Population Growth Projections

- Supply vs. Demand: high growth
- Supply vs. Demand: medium growth
- Supply vs. Demand: low growth

Source: Miner 2012.
Canada’s Imperative.

Dependency Ratios\(^1\) by Province: 2010 and 2036

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\(^1\)Dependency ratio is the percentage of population in the younger and older age groups. Source: Statistics Canada, 2010, catalogue no. 91-520-X using scenario M1 population projection medium growth.
Share of Immigrants by Province.

Source: Stats Can 2011.
Importance of Addressing Inequality.

• Inequality has increased over the past 3 decades.
• Inequality undermines social stability and threatens security.
• Inequality disproportionately affects certain groups in our society.

Source: WEF 2013.
Disproportionate Income Inequality.

A Canadian woman makes 73.5¢ for every dollar a man makes. Globe & Mail. March 8, 2015

Immigrant university grads earn avg. $23K; Canadian born university grads earn avg. $78K. Stats Can + RBC Economics

A racialized person makes 81.4¢ for every dollar a white person makes. Centre for Policy Alternatives, 2011

795,000 unemployed Canadians with disabilities even though nearly ½ have post-secondary educations. ESDC 2013

Aboriginal unemployment twice that of non-Aboriginal Canadians (13% versus 6%). Aboriginal and Northern Affairs Canada
Benefits of an Inclusive Society.

• Economic growth, productivity and employment.
• Societal development outcomes including wellbeing.
• Social cohesion, peace, safety, state-building.

Source: GSDRC 2015.
Barriers to Inclusion.
Bias.

Definition:
A preference or an inclination, especially one that inhibits impartial judgment.

- The Free Dictionary.
Types of Bias.

1. Decision-making, belief, and behavioral biases.
2. Social biases or attributional biases.
3. Memory errors and memory biases.
Levels of Bias.

Conscious:
- **Public** - Biases that we express to others.
- **Private** - Biases that we consciously think about, but don’t express in public.

Unconscious: Biases that we are unaware of, but which affect our behavior and judgments.
Objects of Bias.

• Race.
• Skin colour.
• Culture.
• Age.
• Religion.
• Gender.
• Pregnancy.
• Ethnic, Linguistic, Geographical or National Groups.
• Social Status.

• Marital Status.
• Gender Identity.
• Sexual Orientation.
• Family Status.
• Physical, developmental or mental attributes.
• Physical fitness / body size.
• Or any type of difference…
Conscious Public Bias.

If you do not study, you will end up like him.

If you study well, you will be able to make a better world for him.
Systemic Discrimination

You're going to have to change to fit into the system.

Or how about you change the system so we can all fit?
Strategies to Create Inclusion.
Intersectionality.

Overcome silos in order to:

1. analyze social problems more holistically;
2. shape more effective interventions; and
3. promote more inclusive solutions.

Source: African American Policy Forum

-- Audre Lorde

There is no such thing as a single-issue struggle because we do not live single-issue lives.
Overcoming Your Biases.

• Simply acknowledge **without guilt or blame** that privileges and biases exist – and that you have biases.
• Recognize when your own biases are operating.
• Look for factual information that is inconsistent with or disputes your bias.
• Treat people as individuals.
• Separate the individual from the group and avoid making assumptions.
Developing An Inclusive Mindset.

• Acknowledge your own worldview and work to overcome your own biases.
• Establish friendships with different people.
• Seek situations where you will encounter other cultural practices + learn about others’ lived experiences.
• Ask people questions about their cultures, customs, and views + Listen + Read.
• Risk Making Mistakes.
• Learn to be an “ally.”
• Give people the “benefit of the doubt.”
Inclusive Civic Engagement.

• Lead by example. Use inclusive language at all times.
• Respond immediately to biased or bigoted remarks.
• Acknowledge and work to overcome social inequalities and systemic barriers.
• Listen to people’s lived experiences.
• Take an intersectional approach.
• Don’t ask any individual to speak for a whole group.
• Apply an “inclusion lens” to every initiative, decision, & communication.
• Incorporate diverse perspectives into program development.
Rebecca Johnson
Councillor-at-Large
City of Thunder Bay

Co-Chair
Diversity Thunder Bay
Mission Statement
Diversity Thunder Bay works towards an inclusive, equitable community free of racism and discrimination of any kind.

Guiding Principle
Diversity Thunder Bay believes that Thunder Bay should be a welcoming and safe place for individuals and groups regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, class, creed, sex, gender, gender identity, sexual orientation, age, education, marital status, source of income, same-sex partnership status, family status or disability.
Objectives

- To develop partnerships with other community organizations to work on broader issues of diversity and inclusion.
- To ensure that the Diversity Thunder Bay membership is a true reflection of Thunder Bay’s population.
- To develop and provide feedback on policies, procedures and action plans that will further the interests of Diversity Thunder Bay.
- To encourage Diversity Thunder Bay member organizations to become more inclusive of diverse groups in Thunder Bay.
- To undertake initiatives that will improve diversity and inclusion in Thunder Bay.
- To share information, network and offer mutual support to municipal, regional, provincial, national and international groups who are interested in the areas of diversity and inclusion.
- To support the work of the City of Thunder Bay Anti-Racism and Respect Committee.
Programs and Activities

Shifting the Lens

The United Nations International Day for the Elimination of Racial Discrimination
10th Annual Celebration Breakfast
March 22nd, 2016 7:30 am to 9:00 am Valhalla Inn
CREATING A WELCOMING AND INCLUSIVE CITY

By Yohana Otite
DiverseCity onBoard Program Manager
Short History of HCCI
Vision and Mission
Accomplishments
DiverseCity onBoard- Diverse leadership in non-profit and public boards
HISTORY

- In Hamilton After 9/11, a Hindu Temple was set on fire mistaken for a mosque.
As a response, 70 representatives from diverse faith groups and community organizations came together to brainstorm.

Strengthening Hamilton Community’s Initiative (SHCI) was formed.

The purpose was to deal with the distress in the community.

However, a long term solution was needed to address issues of racism and hate crime.

HCCI was established as a result in 2006.

To develop a civic resource centre to create an inclusive and welcoming city through respecting diversity, practicing equity, and speaking out against discrimination.
HCCI’S MANDATE

To support the City of Hamilton and its major institutions, businesses and service providers to:

- Initiate and sustain processes which promote equity and create welcoming and inclusive environments in all areas of civic life
- Develop and share training and education resources with the community
- Provide the community with access to relevant research and information on diversity related issues.
- Support newcomer immigrant and refugee communities, marginalized groups, diverse ethno-racial and ethno-cultural groups and aboriginal communities.
ACCOMPLISHMENTS

- Facilitates development of partnerships between key institutions and diverse communities (Sectors- employment, education, health and housing)
- Research and information dissemination on hate crime prevention
- Civic engagement
  - Newcomers training on civic participation
  - Conversations cafes where citizens and politicians engage in discussion
  - Youth leadership trainings
  - supporting ethno-specific associations and organizations
  - Workshop and training on diversity and inclusion
- Facilitated the development of: “made-in-Hamilton” immigration strategy, social inclusion strategy for poverty reduction, Hate crime prevention guide, Newcomers guide to Services
Increasing focus on turning the talk into tangible results in enhancing civic participation

- Advantage diversity - Workplace transformation diversity training for businesses and organizations
- Anti-racism Resource Centre: in partnership with McMaster University and the City Anti-Racism Committee
- Increasing diversity in governance through DiverseCity onBoard
The changing Face of Canada

The face of leadership
THE DIVERSITY GAP IN LEADERSHIP

“13% of leadership position in the GTA were occupied by visible minorities, compared to 49.5% share in the Population”
WHY POOR REPRESENTATION

- Board recruitment: There is a trust issue so board members are recruited from within the board’s social network. The racial makeup of existing members is homogenous.
- Board members also tend to be older and wealthier. In most cases, the social network of this individuals doesn’t include minorities.
- Visible minorities and/or immigrants doesn't have social ties or networks with people on boards
- There seems to be the need to diversify. But most organizations seems to be satisfied with a tokenistic representation of one person.
- Some organizations seem to think that they have to compromise on quality or talent of candidates if they consider diversity
DIVERSECITY ONBOARD

- A national program that connects individuals from visible minority and underrepresented immigrant communities to volunteer board positions

- **Goal:** To boost diversity at non-profit and public agency boards

- **Cities:** Toronto, Hamilton, London and Ottawa, Calgary, Vancouver, Montreal

- **Success:** More than 700 board appointments

- **Award:** United Nations Alliance of Civilization Intercultural Award
WHY LEADERSHIP DIVERSITY MATTERS

- It is not about representation only and not about tokenism
- Research shows a diverse leadership is key to unlock innovation and drives market growth (Harvard Business Review)
- Organizations with 2D diversity outperform and out innovate others

inherent diversity

2D Diversity

acquired diversity
A DIVERSE BOARD CAN

- Bring diverse perspectives to the table
- Lead to better decisions, new ideas and solutions
- Legitimize the mandate of the organization
- Enhances social cohesion, sense of belonging and more civic participation
- Be more responsive to the community and clients
- Support fundraising and marketing/outreach more effectively
HOW DIVERSECITY ONBOARD HELPS

- Provides affordable and accessible governance training to everyone
- Connects non-profits and public boards to qualified individuals from diverse backgrounds
- The benefit is for both:
  - individuals from diverse communities increase their participation in civic and voluntary activities
  - organizations get networked with talents from communities that they normally don’t network with at that level
  - this contributes to creating a welcoming and inclusive community
- Provides diversity and inclusion training, webinars on board effectiveness and in-person networking events
Thank you to our presenters

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