



VALUING EQUITY, DIVERSITY AND INCLUSION (EDI)

Involves understanding and respecting diverse cultures, practices, and lived experiences. It requires us to be able to recognize biases and create an inclusive environment. This means acting professionally, listening with empathy, and valuing diverse perspectives.



GROWTH LEVELS



Emerging

Values and treats all people with respect in all situations, understanding differences in culture and working styles.

Evolving

Actively and intentionally engages with diverse groups, where each person is valued and provided with the opportunity to participate fully in creating a successful and thriving community

Leading

Coaches, educates and confronts others whose behaviours or actions are contrary to appreciating and accepting diversity. Ensures fair treatment, access, opportunity, and advancement for all.

Influencing

Influences decision makers in support of policies and practices that enhance diversity, equity and inclusion and champions and assures cross cultural understanding.



Complete your self assessment on EDI and email it to yourself and then share with your mentor or someone you trust. [Click here to do a self assessment](#)

TEAM ACTIVITY

"Inclusive Story Swap"

Break your team into small groups. Participants form small groups and share a story about a event, food, tradition or activity related to their culture or identity. Each member listens without interrupting, then shares what they learned or found surprising. This activity promotes understanding, empathy, and highlights the value of diverse perspectives.

ACTIVITIES TO ASSIST WITH COMPETENCY DEVELOPMENT

- Ask 3 people for feedback on your listening skills, and how you could improve them. Take notes on their feedback.
- Sign up to for a EDI training
- Sign up for a learning opportunity on trauma informed practices.
- Write down the number of times and occasions where you sought input from team members or ensuring all team members are included in team activities.
- Increase multicultural awareness. Identify the major cultures within your agency and community. Identify any seminars/conferences or newsletters targeting these groups and attend or subscribe to familiarize yourself with the issues. Offer to your team.
- Make a list of 5 ways to Role model allyship or EDI practices. Implement the strategies identified. After a month reflect in a journal on the success of each strategy.



Learn more about the modernized core
competencies:

VISIT: <https://dscorecomp.com>





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Allyship – 7 ways to be a better Ally

Take a Stand

Being an impactful ally requires a commitment to positive change through actions and conversations. Allies fight injustice and promote equity, helping create fair societies and organizations. Recognize that people's experiences vary, with some facing multiple disadvantages. Supporting underrepresented groups or broader diversity efforts starts with becoming an effective ally.

Speak Up

Allies take action to promote inclusion by challenging discriminatory comments and unfair systems, both publicly and privately, when safe. Even when benefiting from them, allies should question and challenge unjust processes, using their privilege to create change.

Invest in Others

Being an ally means supporting others by providing resources, connections, and opportunities. Invest time in conversations, introduce underrepresented groups to your network, and acknowledge their achievements. Build a community of allies to amplify your impact.

Acknowledge Your Privilege

Start by acknowledging the privileges and advantages you may have due to your nationality, gender, class, or ethnicity. While your successes aren't solely due to privilege, it's important to recognize that some people receive more opportunities. For support, consider talking to trusted friends or seeking coaching to boost self-awareness and motivation to take action.

Listen well

Listen respectfully and authentically to those who are marginalized, without taking it personally. As an ally, it's crucial to let others voice their frustrations. Listening is key to understanding the challenges faced by underrepresented groups.

Learn About Inequalities

To be an effective ally, learn about the challenges people face in society and the causes of social injustice. Explore beyond mainstream views and understand the conditions that disadvantage certain groups. Expand your networks, acknowledge your biases, and challenge stereotypes you've developed.

TedX Talk

[Belonging, A Critical Piece of
Diversity, Equity & Inclusion | Carin
Taylor](#)



[Ted Lasso: Jamie Tartt does
the right thing](#)



If you see it, share it!

Recognize your teammates when you see them do a core competency. Watch for cards on your home/program bulletin board for details.

