Principles of Inclusivity

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Presenters

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Inclusivity-Diversity Program: POLL

How many of you currently have a version of an inclusivity/diversity program at your organization?

a) Yes
b) No
c) In progress

Principles of Inclusivity: Our Journey

• A cross-campus committee was formed in 2009
• Ideals by which campus members should engage one another
• Supports the University of Waterloo’s “Strategic Plan”
• An Award Winning Program
Principles of Inclusivity

1. Acknowledge individuals have unique and particular needs in the learning and work environment.
2. Respect each individual’s right to express and present themselves relative to their religion, culture, ethnic background, sexual orientation, gender identity, physical and mental ability.
3. Promote inclusivity by reasonably adjusting procedures, activities and physical environments.
4. Focus on the capability of the individual without assumptions or labels.
5. Be inclusive in all forms of communication.
6. Serve all with sensitivity, respect and fairness.

Principles of Inclusivity: Learning Objectives

- Increase awareness and value of inclusivity to the organization.
- Promote a culture of inclusivity and inclusive practices throughout the university community.
- Develop mindful everyday actions and behaviours through applying the Principles of Inclusivity.
Principles of Inclusivity: Seven Workshops

- Workshop 1: Introduction to Inclusivity
- Workshop 2: Understanding Inclusivity
- Workshop 3: Inclusive Communication
- Workshop 4: Generational Inclusivity
- Workshop 5: Sexual Orientation & Gender Identity
- Workshop 6: Accessible Communities
- Workshop 7: Inclusivity Capstone

Today’s Goal

How to advocate for inclusive practices in your institution.

- Why is inclusivity important to your organization?
- How do you lead others to support diversity?
- How are you demonstrating commitment to inclusivity?
- What does it mean to become an Inclusivity Champion?
Every Workshop Has. . .

- High interactivity
- Skills assessment – strengths & development opportunities
- Individual discovery & self reflection
- Group exploration & discussion
- Individual insights & goals
- How to implement the learning – next steps
- Learning reinforcement – 1 day, 1 week, 1 month

Inclusive Practices

3 Skills for Examining Bias

**Skill 1**
Check Assumptions

**Skill 2**
Create New Categories

**Skill 3**
Consider Multiple Perspectives
### Top Activities

- What I Need!
- Ladder of Inference
- Uncovering Stereotypes
- 5 Card Trick – Barnga game
- Perception IQ Quiz
- Generational Profile
- Invisible Minority
- Aimee Mullins – Ted Talk
- Blind Spots
- Top 10 Actions & Behaviours

### What I Need!

**Skill 1 • Check Assumptions**
What I Need!: POLL 1

Tell us if you are stepping in if the following statement is something ‘you need’ . . .

“I need to say good morning and socialize before starting my work.”

a) Yes – I am stepping in
b) No – I am not stepping in

What I Need!: POLL 2

Tell us if you are stepping in if the following statement is something ‘you need’ . . .

“I need a scent free work environment.”

a) Yes – I am stepping in
b) No – I am not stepping in
What I Need!: **POLL 3**

Tell us if you are stepping in if the following statement is something ‘you need’ . . .

“I need gender neutral washrooms.”

a) Yes – I am stepping in  
b) No – I am not stepping in

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What I Need!: **POLL 4**

Tell us if you are stepping in if the following statement is something ‘you need’ . . .

“I need an elevator to access upper floors.”

a) Yes – I am stepping in  
b) No – I am not stepping in
What I Need!: POLL 5

Tell us if you are stepping in if the following statement is something ‘you need’ . . .

“I need people to know that my age does not influence my skills.”

a) Yes – I am stepping in
b) No – I am not stepping in

What I Need!: POLL 6

Tell us if you are stepping in if the following statement is something ‘you need’ . . .

“I need to know that I will be accepted and valued for who I am.”

a) Yes – I am stepping in
b) No – I am not stepping in
Perception IQ Quiz: Expectations POLL

You are in a conflict with a carefully-groomed person dressed in a pin-striped “power suit”. You expect that:

a) The person in the suit is trying to set up a power play  
b) The person in the suit is in a position of power in the everyday world  
c) The person in the suit is vain and cares more about his appearance than solving the problem  
d) The person will make everyone else feel ill at ease

*Be honest with yourself as you think about your perception.

(Lambert, Myers, 1999)
Perception IQ Quiz: Assumptions POLL

You are having a meeting with someone and somehow you never get to finish a sentence. You are constantly being interrupted and inundated with trivial questions or demands for more detail. In this situation you assume:

a) The interrupter is rude and thoughtless
b) The interrupter isn’t listening – they just want to talk
c) The interrupter is simply demonstrating commitment and interest
d) The interrupter is totally self-centered and not interested in what is going on.

*Be honest with yourself as you think about your perception.

(Lambert, Myers, 1999)

Shake Up Your Story!
Artist Raghava KK

Skill 3 ● Consider Multiple Perspectives
Commitment to Inclusivity

The Principles of Inclusivity Series . . .

• Acts as a catalyst
• Drives a culture of growth
• Increases creativity and performance
• Raises awareness of non-typical problem solving solutions
• Builds institutional mindfulness
• Helps to remove barriers
• Bridges policies with everyday actions
• Creates opportunities for institutional partnerships

Three Actions for Tomorrow

• Bring self awareness and mindfulness to your everyday actions and behaviours
• Share knowledge and information learned and generate action
• Promote inclusivity in every aspect of your life
Questions & Answers

What questions do you have for us?

Don’t forget to submit your questions to our presenters.

How? Click on the Q & A tab at the top of the presentation and select Ask New Question.

Thank you for joining us today!
Inclusivity Champion

“If you think you are too small to make a difference, try sleeping in a closed room with a mosquito.”

Sudanese Proverb

Thank You!

“Principles of Inclusivity”

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Please complete the online evaluation form for this session. CUPA-HR will e-mail session evaluations to you today.

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