What's the Difference Between Diversity, Inclusion, and Equity?

Have you ever wondered what the difference between these terms are? Meg Bolger discusses what they mean in a "tech" context. She focuses on defining them and how they play out. She also provides thought exercises to explore what EDI means to you, for example:

1. Think for a moment about the diversity of your own team or organization. What is it like?

2. Follow-up question: How would your feelings and reactions change if you were of a different race, gender, sexual orientation, or religion than you are?

3. To be a diverse organization simply means that you have the presence of differences of identity (e.g., gender and people of color) throughout your organization. However, an organization can be diverse without being inclusive. A company can be diverse without being equitable."

For the complete article: https://generalassemb.ly/blog/diversity-inclusion-equity-differences-in-meaning/

Upcoming Programming

EDI, HRS Workshop:
Strategies to Identify Unconscious Bias
Date: July 24, 2018, 1pm – 2:30pm

CCDI Webinars and Facilitated Discussions:
Five Generations, One Big Challenge
Date: July 11, 11am - 1pm
Creating Champions for Change
Date: July 18, 11am - 1pm
Measuring Diversity and Inclusion Efforts
Date: July 25, 11am - 1pm

To see all upcoming events, please go to: https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion/educational-offerings

Resources

The University of Alberta has an employer partnership with the Canadian Centre for Diversity and Inclusion (CCDI). As a part of this partnership we can access their webinars free of charge. EDI, HRS hosts most of them with a facilitated discussion following the webinar. You can also watch them from your own desk by registering directly with CCDI at https://ccdi.ca/event-calendar/?category=Webinars. For all webinars, there are French language sessions as well.

We also have access to the CCDI knowledge repository. This is a database of research, resources and webinars located at the CCDI.ca website. For access to the knowledge repository, email kr@ccdi.ca and give them your name and ccid and they will respond with a login and password. If you have any questions about our partnership with CCDI, please contact barb.mclean@ualberta.ca.

https://www.ualberta.ca/faculty-and-staff/equity-diversity-inclusion

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