



# Human Rights & Inclusion

## The Benefits of a Diverse & Inclusive Workplace

Town of Peace River Volunteer Hub Workshop Series

Facilitator/Presenter: Stacey Messner, HR Consultant



*Stacey Messner*  
HR Consultant



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## About the Presenter

I am a Chartered Professional in Human Resources (CPHR) in Alberta and operate a human resources consulting practice for small businesses in the North Peace Region.

I bring over 18 years of experience in Human Resources with specialties in policy and procedure development, recruitment, employee and labour relations, training, compensation and benefits.

I earned my Human Resource Management designation from the University of Lethbridge and I have worked in a variety of industries.



# Webinar Participation

- 1) Use the Chat Box
- 2) Raise your hand
- 3) Polls



# Today's Agenda

- Define Diversity and Inclusion
- Discuss Stereotypes & Biases
- Understand Legislation & Compliance
- Consider the benefits of inclusion
- Actions to implement an inclusive organization



# What is diversity?



# Diversity

“The collective mixture of differences and similarities that include, for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors”.

Definition from: The Society for Human Resource Management (SHRM)





## DIVERSITY

Its more than what we see  
physically; it's what's inside too.







# What is inclusion?



# Inclusion

“The achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organizations success.”

Definition from: The Society for Human Resource Management (SHRM)

# Inclusion





# What about diversity and inclusion...together?

## Diversity

- It's about the Individual.
- What do we already have?
- It's a fact.
- Representation of our current situation.

## Inclusion

- It's about the collective.
- What are we doing to include them?
- It's a choice.
- It's intentional.
- The actions we demonstrate to measure success.

**“Diversity is the ingredients in the cupboard and inclusion is the cake you make with them.”**

**Senator for Ontario, The Senate of Canada - Ratna Omidvar**



# Diversity & Inclusion

- “is about capturing the uniqueness of the individual; creating an environment that values and respects individuals for their talents, skills and abilities to the benefit of the collective.”

Definition from: Canadian Centre for Diversity and Inclusion (CCDI)





# Bringing Diversity and Inclusion Together

## Innovation Story: World Skills Employment Centre

- <https://youtu.be/3ETFBHIfaxk>



# Stereotypes & Bias

**Stereotype:** A false or generalized conception that results in conscious categorization of an individual or the members of a group (e.g. Women are emotional)

**Bias:** An inclination or preference formed without reasonable justification that can prevent judgment from being balanced or even-handed (e.g. Asians are smart)



# The effects of Unconscious Bias

Stereotypes can often lead to discrimination, while bias can lead to both discrimination and preferential treatment.

For example:

*What is the bias?*

Asians are smart.

*What is the prejudice that stems from the bias?*

They can't be bad at math or get poor grades.

*What is the discrimination?*

We won't offer them remedial support, or invite them to parties because they study all the time.

*What is the preferential treatment?*

We will select them to be leaders because they are so smart.



# Breaking the Cycle

- Become aware of your biases
- Name it to tame it!
- Do this by:
  - Implicit Bias Test – Harvard Research online/free
  - Challenging your filters
  - Self regulate your feelings and thoughts
  - Diversify your media intake
  - Connect with people who are different from you



# Legislation & Compliance

- Alberta Human Rights Act
- Alberta Occupational Health & Safety Act



# Protected Grounds

- Race
- Religious Beliefs
- Colour
- Gender
- Gender Identity
- Gender Expression
- Physical Disability
- Mental Disability
- Age
- Ancestry
- Place of Origin
- Marital Status
- Source of Income
- Family Status
- Sexual Orientation





# Psychological Safety and Bullying

- **Alberta Occupational Health & Safety Act**

**Bill 30 – June 1, 2018**

**“harassment”** means any single incident or **repeated incidents of objectionable or unwelcome conduct, comment, bullying or action by a person that the person knows or ought reasonably to know will or would cause offence or humiliation to a worker, or adversely affects the worker’s health and safety**, and includes:

- (i) conduct, comment, **bullying** or action because of race, religious beliefs, colour, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status, gender, gender identity, gender expression and sexual orientation, and
- (ii) a sexual solicitation or advance,

and excludes any reasonable conduct of an employer or supervisor in respect of the management of workers or a worksite.



# Benefits of a Diverse and Inclusive Workplace

- Challenge each other more
- Prevents from becoming out of touch
- Come up with a wider range of solutions
- Positive impact on employee retention
- Appeal to a wider audience
- Team Building
- Welcoming employees/making the time
- Innovation
- Creativity
- Flexibility



# Creating a Diverse & Inclusive Workplace

- Belonging
- Multiple Perspectives
- Engagement Surveys
- Make your own metrics
  - ROI
  - Industry benchmarks
  - Demographics
- Custom Workshops
- It's more than a policy!

# Resources

- Canadian Centre for Diversity and Inclusion - <https://ccdi.ca/>
- Global Diversity & Inclusion Benchmarks <http://centreforglobalinclusion.org/>
- Culture Amp - Subscribe to People Geekly! <https://www.cultureamp.com/diversity-inclusion/>
- Alberta Human Rights <https://www.albertahumanrights.ab.ca>
- OHS Act <https://www.alberta.ca/workplace-harassment-violence.aspx>

# Thank you for your time today 😊

