Equity, Diversity, and Inclusion

DISCOVER GOVERNANCE

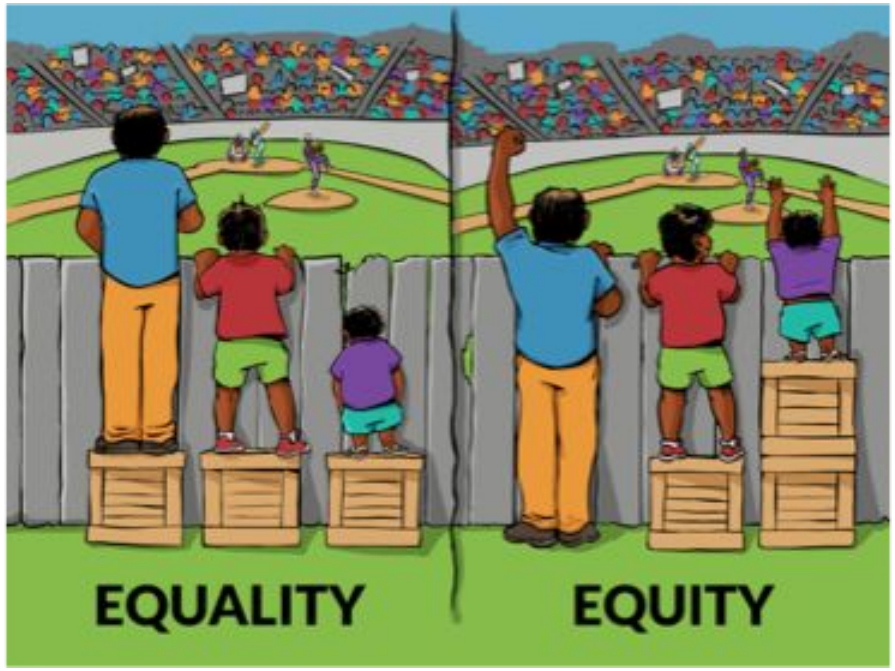
UNIVERSITY OF ALBERTA STUDENTS' UNION

What is EDI?

Efforts taken by organizations to understand and reduce systemic barriers to entry, participation, and advancement within their own organizations.

Equity

Acknowledgement of advantages and barriers people have that are out of their control, and the processes intended to address that inequality.

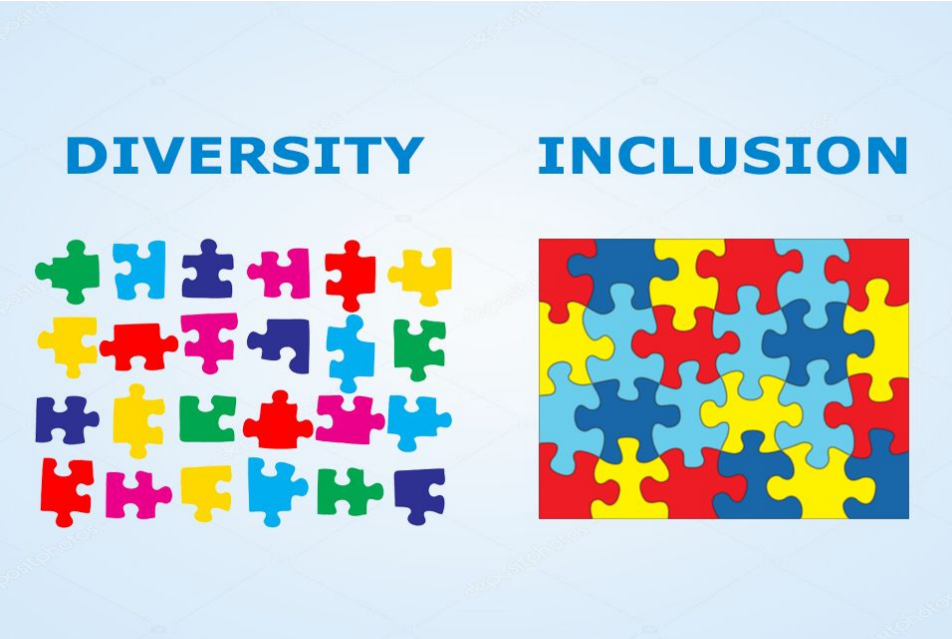


Diversity

The presence of difference amongst the members of an organization or collective particularly difference in identities.

Inclusion

A feeling of being welcomed and valued within an organization, particularly for those identities that are most often marginalized or excluded.



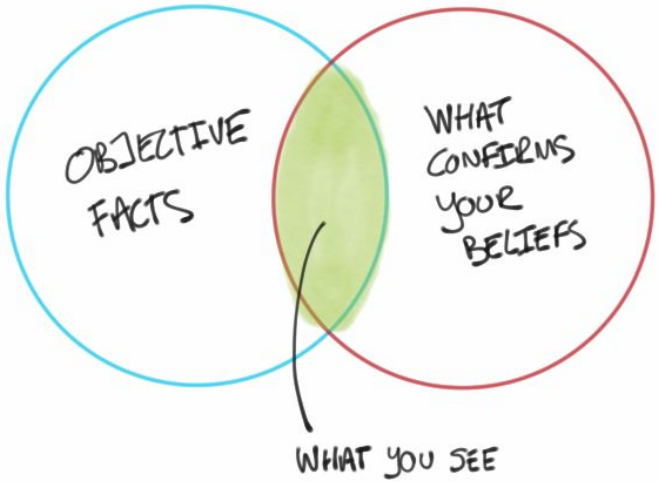
How to improve EDI

Understand the issue

- Figure out where your organization stands
- Who, if anyone, is being left out?
- How do your processes and culture affect your officers and volunteers?
- Who typically moves up the ranks, how, and why? Who doesn't?

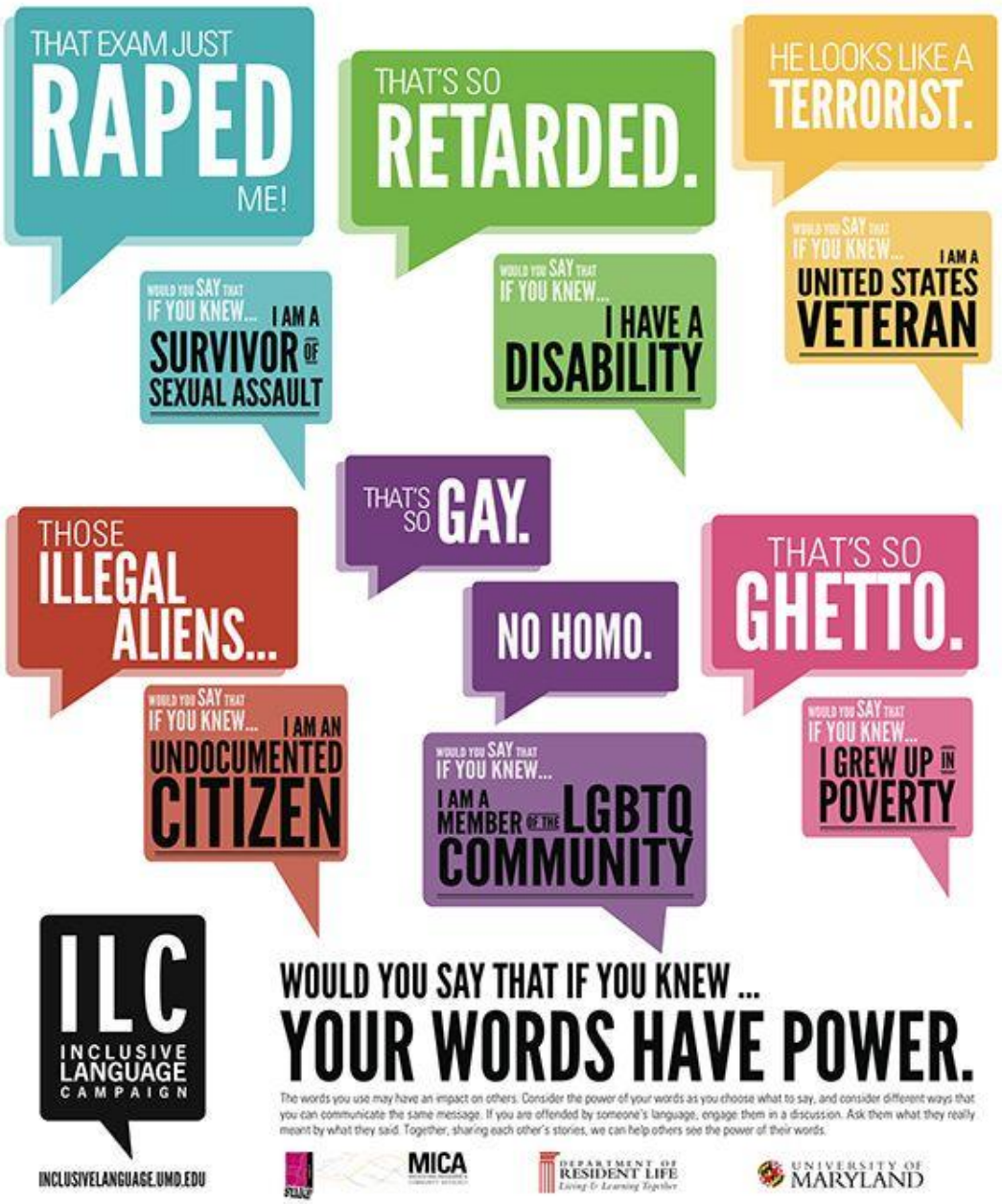
Recruitment

- Encourage diverse candidates
- Avoid unintentional biases in appointing volunteers
- Create new volunteer, council, or executive positions



Language

- The words you use are important
- Avoid slurs and dehumanizing language
- Debate ideas not people
- Avoid devaluing the input of others

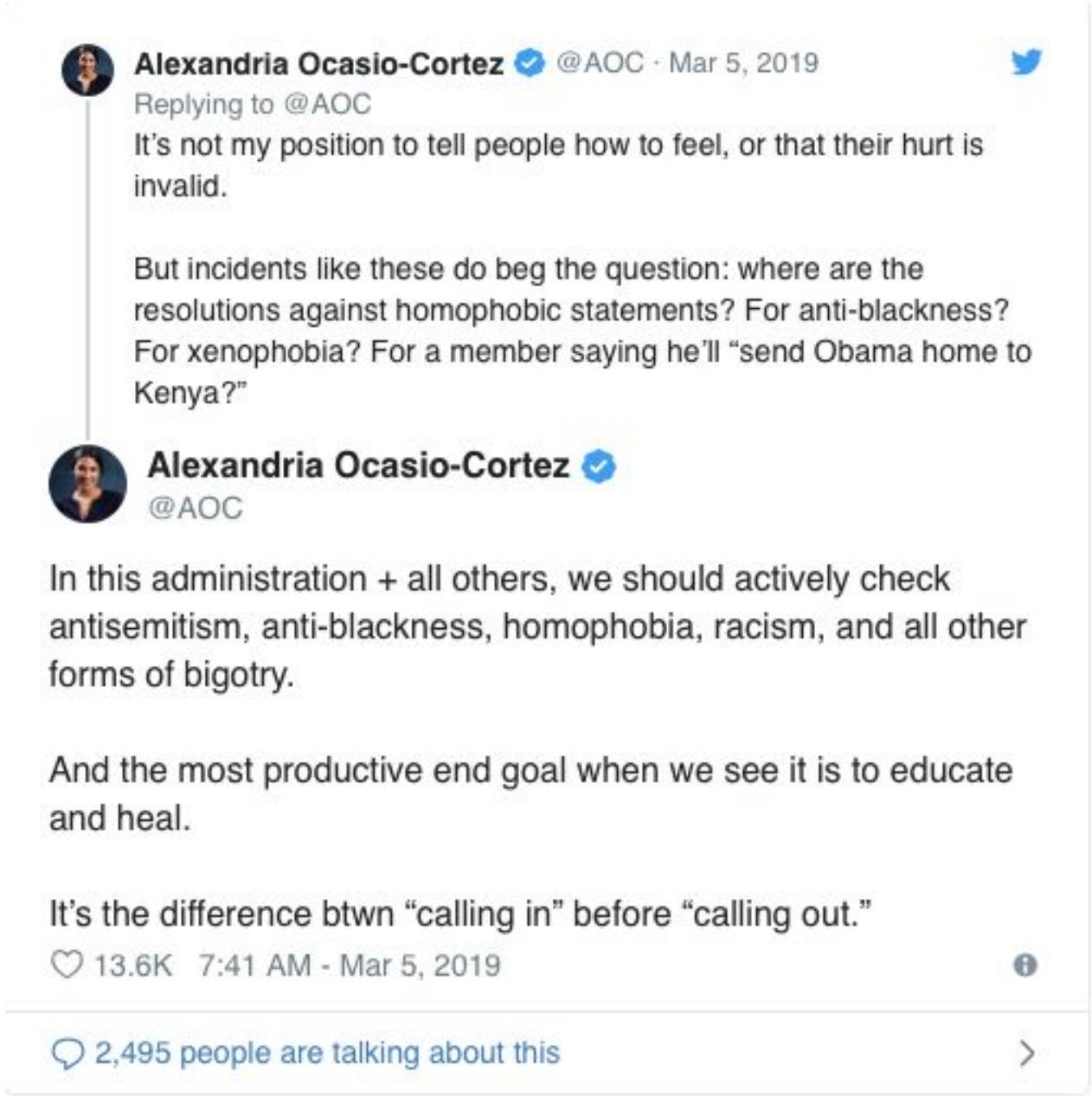

THAT EXAM JUST RAPED ME!
THAT'S SO RETARDED.
HE LOOKS LIKE A TERRORIST.
WOULD YOU SAY THAT IF YOU KNEW... I AM A SURVIVOR OF SEXUAL ASSAULT
WOULD YOU SAY THAT IF YOU KNEW... I HAVE A DISABILITY
WOULD YOU SAY THAT IF YOU KNEW... I AM A UNITED STATES VETERAN
THAT'S SO GAY.
THOSE ILLEGAL ALIENS...
NO HOMO.
THAT'S SO GHETTO.
WOULD YOU SAY THAT IF YOU KNEW... I AM AN UNDOCUMENTED CITIZEN
WOULD YOU SAY THAT IF YOU KNEW... I AM A MEMBER OF THE LGBTQ COMMUNITY
WOULD YOU SAY THAT IF YOU KNEW... I GREW UP IN POVERTY
ILC
INCLUSIVE LANGUAGE CAMPAIGN
INCLUSIVELANGUAGE.UMD.EDU
WOULD YOU SAY THAT IF YOU KNEW ...
YOUR WORDS HAVE POWER.
The words you use may have an impact on others. Consider the power of your words as you choose what to say, and consider different ways that you can communicate the same message. If you are offended by someone's language, engage them in a discussion. Ask them what they really meant by what they said. Together, sharing each other's stories, we can help others see the power of their words.
MICA
DEPARTMENT OF RESIDENT LIFE
Living & Learning Together
UNIVERSITY OF MARYLAND

Behavior

- Take care to value all voices at the table
- Avoid interrupting, talking over, and ignoring others
- Give credit to others' ideas

Allyship

- Support those being treated unfairly
- Call out vs. call in
- being a powerful voice *alongside* marginalized voices, and helping to *amplify* those voices


Alexandria Ocasio-Cortez @AOC · Mar 5, 2019
Replying to @AOC
It's not my position to tell people how to feel, or that their hurt is invalid.
But incidents like these do beg the question: where are the resolutions against homophobic statements? For anti-blackness? For xenophobia? For a member saying he'll "send Obama home to Kenya?"
Alexandria Ocasio-Cortez
@AOC
In this administration + all others, we should actively check antisemitism, anti-blackness, homophobia, racism, and all other forms of bigotry.
And the most productive end goal when we see it is to educate and heal.
It's the difference btwn "calling in" before "calling out."
13.6K 7:41 AM - Mar 5, 2019
2,495 people are talking about this

Mentorship

- Actively mentor underrepresented identities to help them advance in the organization

Questions?

DISCOVER GOVERNANCE

UNIVERSITY OF ALBERTA STUDENTS' UNION