

Multicultural
Council of
Saskatchewan

From Many Peoples Strength

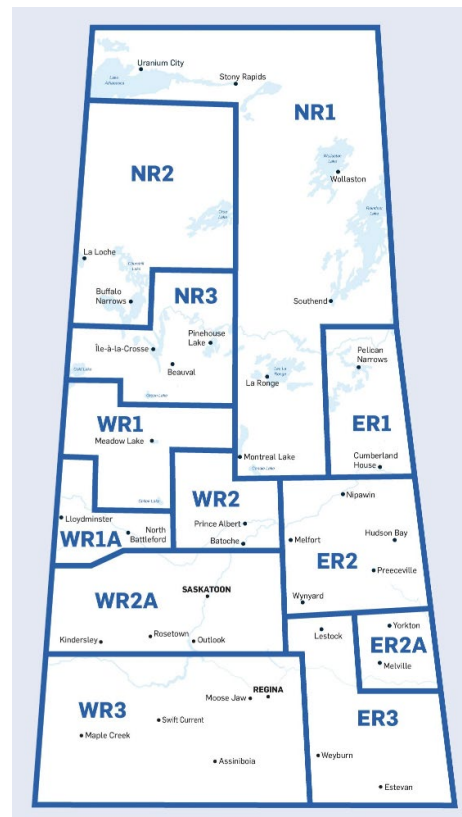
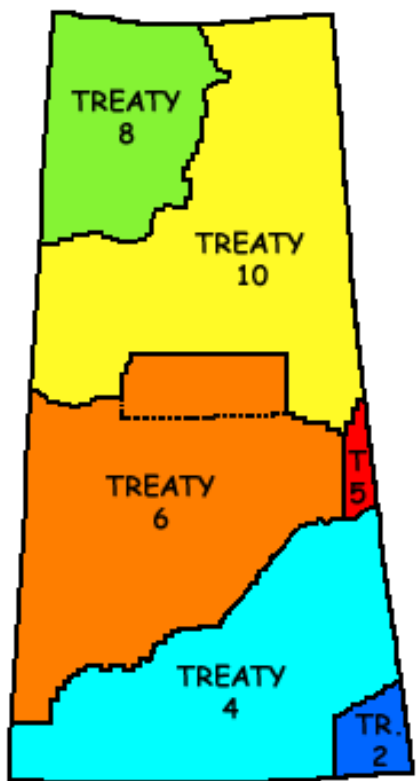
Equity, Diversity & Inclusion

Saskatchewan High Schools Athletic Association (SHSAA) AGM

June 23, 2022

Rhonda Rosenberg, Executive Director

Land Acknowledgment



Land Acknowledgment & its importance

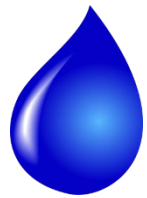
https://teaching.usask.ca/curriculum/indigenous_voices/land-acknowledgements/module.php

<https://metisnationsk.com/>



<https://www.whose.land/en/>

For more information to learn about Treaty [Office of the Treaty Commissioner](#)

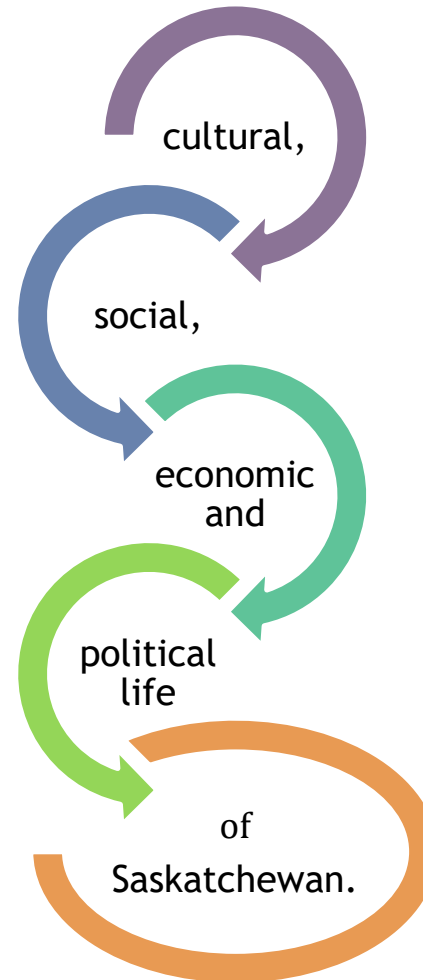


MCoS Organizational Overview

Organizational Overview

VISION

Multiculturalism is central
to the...



Organizational Overview

Five Streams of Multicultural Work

flow from the Values:

Cultural Continuity

Celebration of Diversity

Anti-Racism

Intercultural Connections

Integration



MCoS Modules

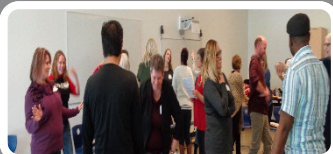
<https://mcoss.ca/programs/education/>



Module 1: Intercultural Communication & Competence



Module 2: Cross-Cultural Engagement in the Community



Module 3: Diversity in the Workplace



Forum and Door Display by Sheena Koops

On March 21st, the Multicultural Council of Saskatchewan held a Public Forum on Racism in Fort St. James. I was happy to attend with Chen and his daughter. My friend had been a very good friend of mine as well as someone who taught me many things as I questioned my ability to work towards anti-racism as a white person in this valley. There were many highlights in the afternoon, but mostly, it was a time of relationship building. I was thankful that we were able to spend time together and



In March, the group just up display

Module 4: Embracing Diversity Beyond the Surface



Module 5: Recognition & Rejection of Racism

Cultural Diversity in Saskatchewan

Demographics: The Indigenous population is growing.

Immigration from countries with previously smaller populations in Saskatchewan is growing.

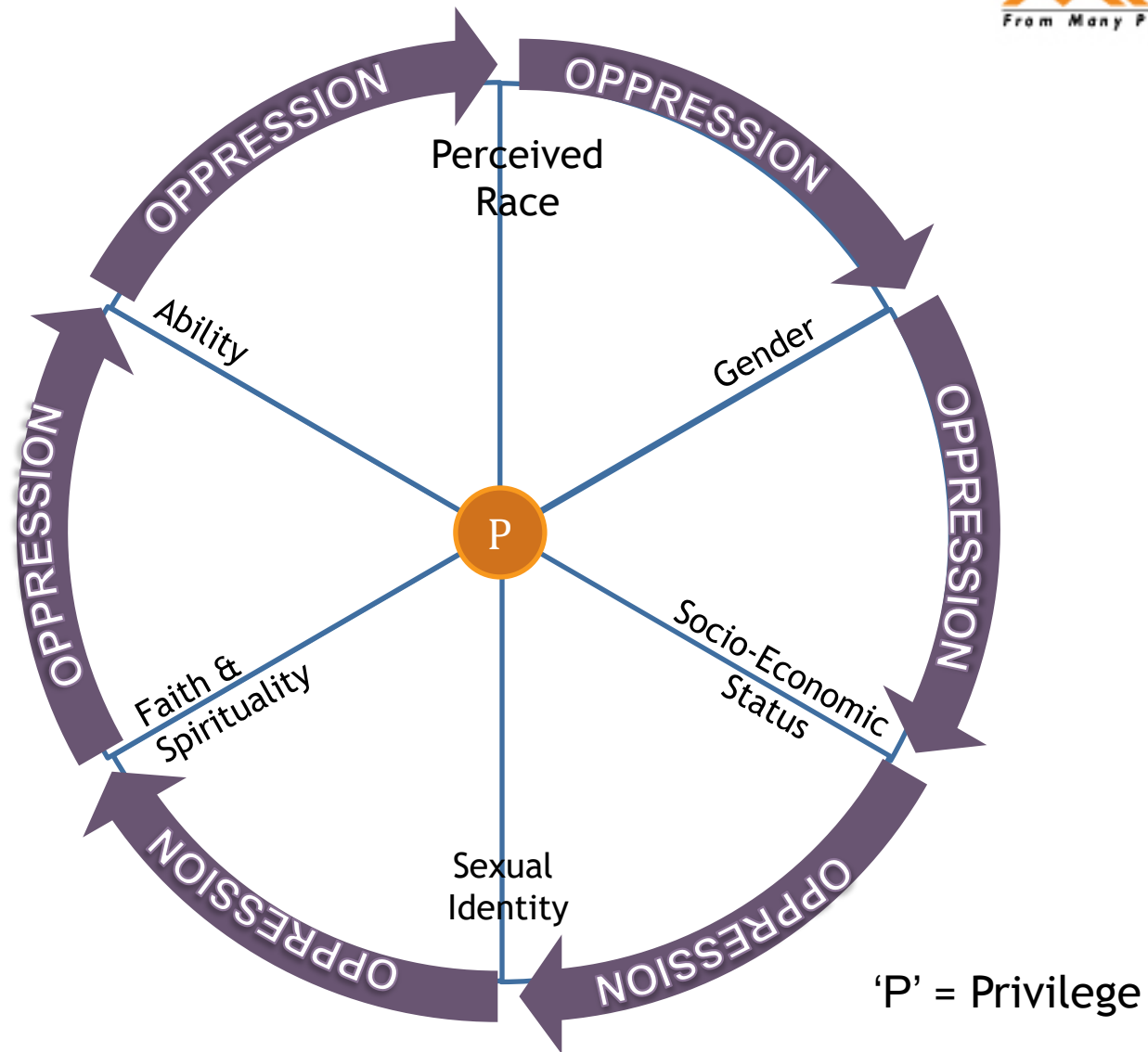
Saskatchewan is growing



With a growing population, our province is becoming culturally more diverse.

Understanding and working effectively with cultural diversity involves both knowledge and skills.

Intersectionality: Privilege & Oppression Wheel



Adapted from source: Collins, Patricia Hill. (2000) Black Feminist Thought: knowledge, consciousness, and the politics of empowerment. New York, Routledge.



Definitions: EDI+

Definitions

Diversity

- Quantitative representative of differences
- How many ...

Inclusion

- Qualitative experience of differences
- Are individuals from diverse communities able to bring their authentic cultural selves into the organization and thrive there?

Equity

- Recognizing historical legacies & current realities experienced by marginalized peoples
- Not everyone starts from same place (limited by systems of supremacy, power & privilege)



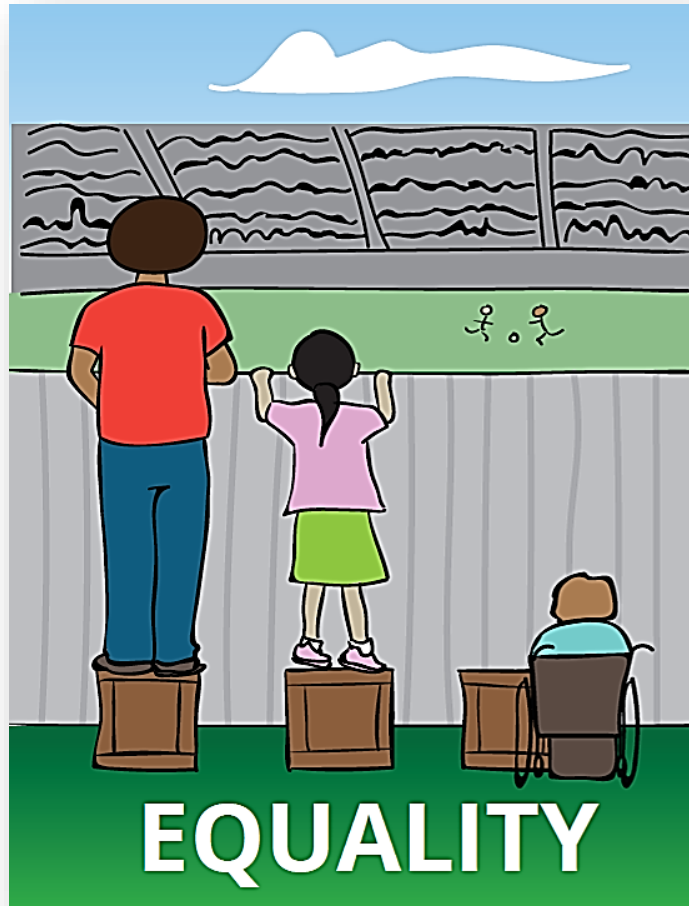
Source: The Difference Between Equity, Inclusion, and Diversity (3:10)
<https://www.youtube.com/watch?v=GPPLbsEazNc>

*“Diversity is being invited to the party;
inclusion is being asked to dance.” Verna Myers*



© Can Stock Photo

Equality Vs Equity



Source: 'Equality' google image

Equality Vs Equity



Source: 'Equality' google image

Equality Vs Equity



Source: 'Equality' google image

Integration

In contrast to assimilation, is achieved when all members of a community are reflected, are seen and see themselves as belonging for all aspects of their identities, are valued for their contributions, and are able to appropriately access services





Diversity & Equity Lens

WIC Toolkit

WELCOMING & INCLUSIVE COMMUNITIES

A Toolkit for Saskatchewan Communities

SUMMARY OF MCoS WELCOMING & INCLUSIVE COMMUNITIES TOOLKIT



Diversity & Equity Lens

Key areas to
consider to
assess and plan
for diversity in
programs,
services, policy
and planning

Awareness

Perceptions

Access

Relevancy

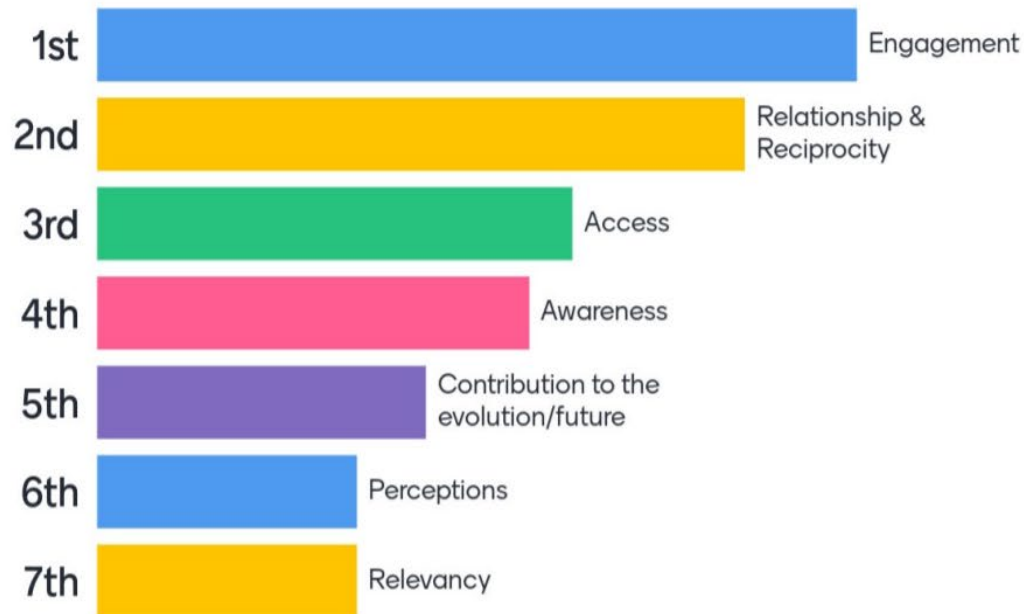
Engagement

Relationship and
reciprocity

Contribution to
evolution/future

Mentimeter Ranking Result

Please rank the diversity & equity lens key areas based on priority/relevance for SHSAA



Types of Inclusion

Functional Inclusion	HIGH	Instrumental Inclusion Purposeful inclusion of diverse members for the accomplishment of a desired outcome	Transformational Inclusion Functional and Social embeddedness enhancing competencies and capabilities
	LOW	Disengagement Diversity is neither sought nor recognized	Relational Inclusion Cohesive interpersonal relationships resulting from equality in social standing
		LOW	HIGH
		Social Inclusion	

Source: The Inclusive Nonprofit Boardroom: Leveraging the Transformative Potential of Diversity by Patricia Bradshaw, PhD, and Christopher Fredette, PhD

Approaches to Functional Inclusion

Board Policies Addressing Inclusion	<ul style="list-style-type: none"> • Creating board policies related to recruitment and retention based on such differences as race, ethnicity, physical ability, sexual orientation, and/or gender. • Printed board policies related to discrimination and anti-oppression.
Practices to Enhance Inclusion	<ul style="list-style-type: none"> • Including diversity considerations during board self-assessments. • Incorporating issues of diversity in the board's work plans and strategic plans. • Attempting to reflect the demographic characteristics of clients, community, or members in the composition of the board. • Making the "business case for diversity" and communicating it to build support for diversity.
Recruitment Practices to Attract Diversity	<ul style="list-style-type: none"> • Advertising for board members in ethno-specific publications. • Partnering with ethnocultural organizations to make them aware of available positions and to help identify qualified candidates. • Building links to services that search for or match organizations with qualified board members.
Board Structure	<ul style="list-style-type: none"> • Creating a diversity committee tasked with making the board more inclusive. • Using board committees as a training context for members of diverse communities so they are well prepared to join the board.

Source: The Inclusive Nonprofit Boardroom: Leveraging the Transformative Potential of Diversity by Patricia Bradshaw, PhD, and Christopher Fredette, PhD

Social Inclusion



Mentorship and Coaching



Orientation



Retreats



Workshops



Meeting times and locations



Accommodations (ability, language, diets)



Awareness of conversations

Source: The Inclusive Nonprofit Boardroom: Leveraging the Transformative Potential of Diversity
by Patricia Bradshaw, PhD, and Christopher Fredette, PhD

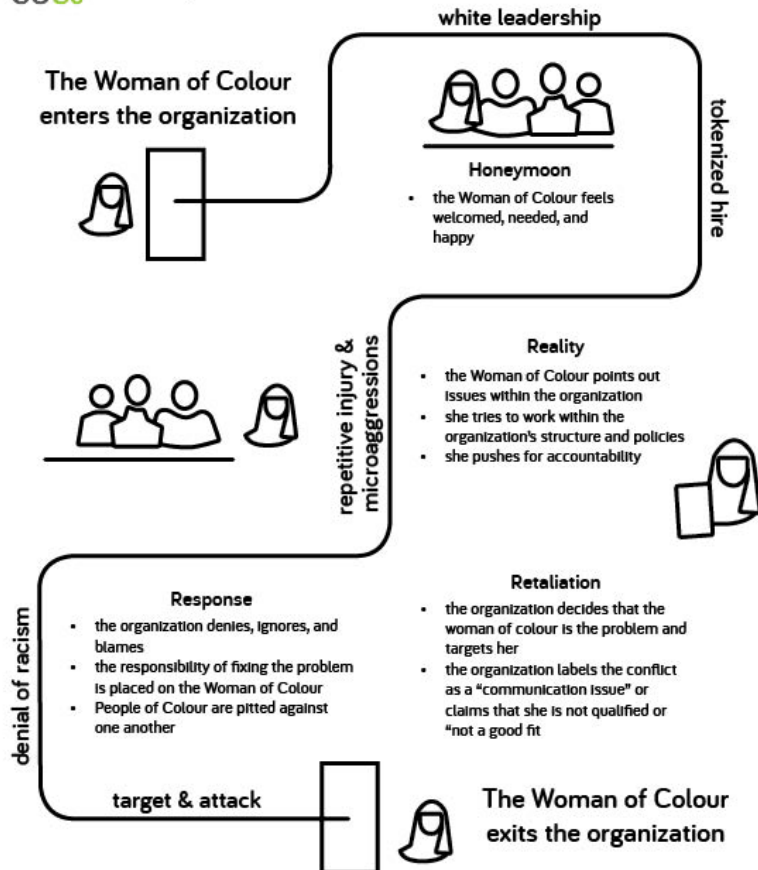
Transformational Inclusion



Tokenism



The “Problem” Woman of Colour in the Workplace



Adapted from "The Chronicle of the Problem Woman of Color in a Non-Profit" by the Safehouse Progressive Alliance for Nonviolence
www.coco-net.org



**The Board asked “How can
the SHSAA
take steps towards
Transformational Inclusion?”**

Proposed Bylaw Changes Policies

BE IT RESOLVED that a Policy for EQUITY, DIVERSITY, AND INCLUSION be added as follows (Page 41).

Equity, Diversity, and Inclusion

SHSAA strives to create athletic environments that engage, accommodate, protect, respect, and include all students, especially students who are Indigenous, oppressed by racism, 2SLGBTQ+, new to Canada, female, neurodiverse, from a lower socioeconomic background, with disabilities, part of various faith communities, and all students who historically were and currently are under-represented in high school athletics.

Proposed Bylaw Changes

Membership

BE IT RESOLVED that the Bylaw for MEMBERSHIP be amended as follows starting the 2022-23 school year (Page 23).

MEMBERSHIP

14.1.2. The holders of a Class A - Participating - District membership shall be represented at meetings of the members of the Association by Seven (7) individuals selected thru the District Athletic Association comprised of:

14.1.2.1. to 14.1.2.4 No change

~~14.1.2.5. Two at large individuals of one gender; and~~

~~14.1.2.6. One at large individual of the opposite gender.~~

14.1.2.5 Three at large individuals, whereas a minimum of two self-identify as belonging to an equity-seeking community, including individuals who are: Indigenous, oppressed by racism, 2SLGBTQ+, new to Canada, female, with disabilities, neurodiverse, from non-dominant faith communities, or any people who historically were and currently are under-represented in Saskatchewan high school athletics.

14.1.2.5.1 The equity-seeking members at large must be from different under-represented backgrounds.

Proposed Bylaw Changes

Directors #1

BE IT RESOLVED that the Bylaw for DIRECTORS be amended as follows starting the 2023-24 school year (positions will be voted on at the 2023 AGM) (Page 27).

33. The Board shall consist of 12 Directors except those years where the Past President's 1-year term has expired in which years the Board shall consist of 11 Directors, those being:

33.1. President

33.2. 1 ***Equity*** Director ~~acting as Womens' Representative~~

18.2.1. whereas the Equity Director self-identifies as an individual who is: Indigenous, oppressed by racism, 2SLGBTQ+, new to Canada, female, with disabilities, neurodiverse, from non-dominant faith communities, or any people who historically were and currently are under-represented in Saskatchewan high school athletics.

33.3. to 33.12 No Change

Proposed Bylaw Changes

Directors #2

BE IT RESOLVED that the Bylaw for DIRECTORS be amended as follows starting the 2024-25 school year (positions will be voted on at the 2024 AGM) (Page 27).

33. The Board shall consist of ~~13~~ 12 Directors except those years where the Past President's 1-year term has expired in which years the Board shall consist of ~~12~~ 11 Directors, those being:

33.1. President

33.2. 2 4 Equity Directors

33.2.1. whereas these Equity Directors self-identify as individuals who are: Indigenous, oppressed by racism, 2SLGBTQ+, new to Canada, female, with disabilities, neurodiverse, from non-dominant faith communities, or any people who historically were and currently are under-represented in Saskatchewan high school athletics.

33.2.2. *The equity directors must be from different under-represented backgrounds.*

33.3. to 33.12 No Change

Closing





452 Albert Street North

Regina SK S4R 3C1

Email Yordanos: education@mcos.ca

P: 721-MCoS (6267)

mcos.ca



감사합니다 Ameseginalehu Arigato Iwi-Midawasi
Kinanaskomitin NGIYABONGA Danke Jag tackar
Dhannvaad Sas efharisto Dziale
Thank ye Toda Ose Grazie
Gracias Ugiwadong Da blu
IntumThaybeen Khawp Khun Salamat Mahadsantahay
Xie Xie Thank you Tesekkur ederim
Merci Dyakooyu