



Equity & Empowerment

Fostering the Real Organizational Change

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Creating an Equitable Workplace Culture Requires:

- Impactful Leadership
- Growth Mindset
- Bottom-up Engagement
- Representation at all levels
- Systemic Alignment



Challenges with Representation

- Organizations are not able to reach the diverse talent they are looking for because their job postings are not accessible or attractive to those groups
- Foreign credentials and experience are often not valued
- Focusing merely on representation of members from desired backgrounds often leads to tokenism
- Diversity is reflected in frontline staff but not as much in leadership and boardrooms



Challenges with Workplace Culture

- With increased awareness around EDI, some diverse leaders do get to have a seat at the table but that doesn't ensure they have voice at the table
- White supremacist culture in most organizations creates unrealistic expectations and puts unmanageable pressure on immigrants
- Not everyone is privileged to quit jobs when they are unhappy with work environment so in the effort to survive, “quiet quitting” has become a norm



Best Practices

- ❖ Creating opportunities for equity deserving groups with the first Canadian experience in leadership and boardrooms by:
 - offering mentorship programs
 - providing networking platforms
 - building opportunities for on-the-job experience/ work placements of newcomers into hiring plans and internship/coop plans rather than depending on individual hiring managers
 - including newcomer lived experience into board diversity matrices and creating board development opportunities to train the next generation of diverse board members
 - having database of qualified immigrants



Best Practices

- ❖ Having more than one member from a desired background to avoid tokenism and overburdening one individual
- ❖ Investing time and resources in enhancing organizational culture:
 - engaging staff at all levels
 - having a transparent succession plan
 - acknowledging extra efforts
 - promoting talented individuals
 - equalizing power so everyone's opinion is valued





Thank You

