

**SUPERCHARGING
ORGANIZATIONAL
INNOVATION THROUGH
INTEGRATED EDI PATHWAYS**

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Land Acknowledgement

We acknowledge that we are presenting from the unceded, traditional Mi'kmaq territory, and we are grateful for the Peace and Friendship treaties.

We honour and respect all the indigenous peoples of Turtle Island.

We are actively working toward reconciliation – recognizing the harm caused through colonialism – and we are working toward building relationships with Indigenous peoples.



Agenda

1. **What is EDI?**
2. **Our Integrated Approach**
3. **Our Pathways**
 - **Employer**
 - **Community**
 - **Partnership & Research**
4. **Case Study Activity**

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What does
Equity, Diversity,
and Inclusion
mean to you?





What do
you see as
the future
of EDI?

An Integrated Approach to EDI



EDI in the Past

- Separate teams in silos
- Recognition of more impact as a collaborative team
- Innovation & Strategic Partnership Team

Our EDI Pathways

- Focus on **Employment, Communities and Partnerships**
- Intersect and interact to provide depth and breadth of **EDI education and training**
- **Flexible and adaptable** to the shifting nature of **EDI work**

Our Approach to EDI

- See people as **whole beings**
- EDI is **transformational**, not a checklist
- **Collaboration** is essential to reflect complexity of EDI issues
- Committed to **social justice**

EMPLOYER
PATHWAY





Intercultural Workplace Program

- Creating healthy and welcoming workplaces
- Hiring, retention, and promotion challenges
- Intercultural skill sets
- Organizational and team support
- Equity, Diversity, and Inclusion challenges
- Intercultural Conflict Management



Intercultural Workplace Program Employer Pathway

- 1 Introductions
- 2 Foundational Workshops
- 3 Building relationships
- 4 Assessments and Action Plans
- 5 Welcoming Workplace

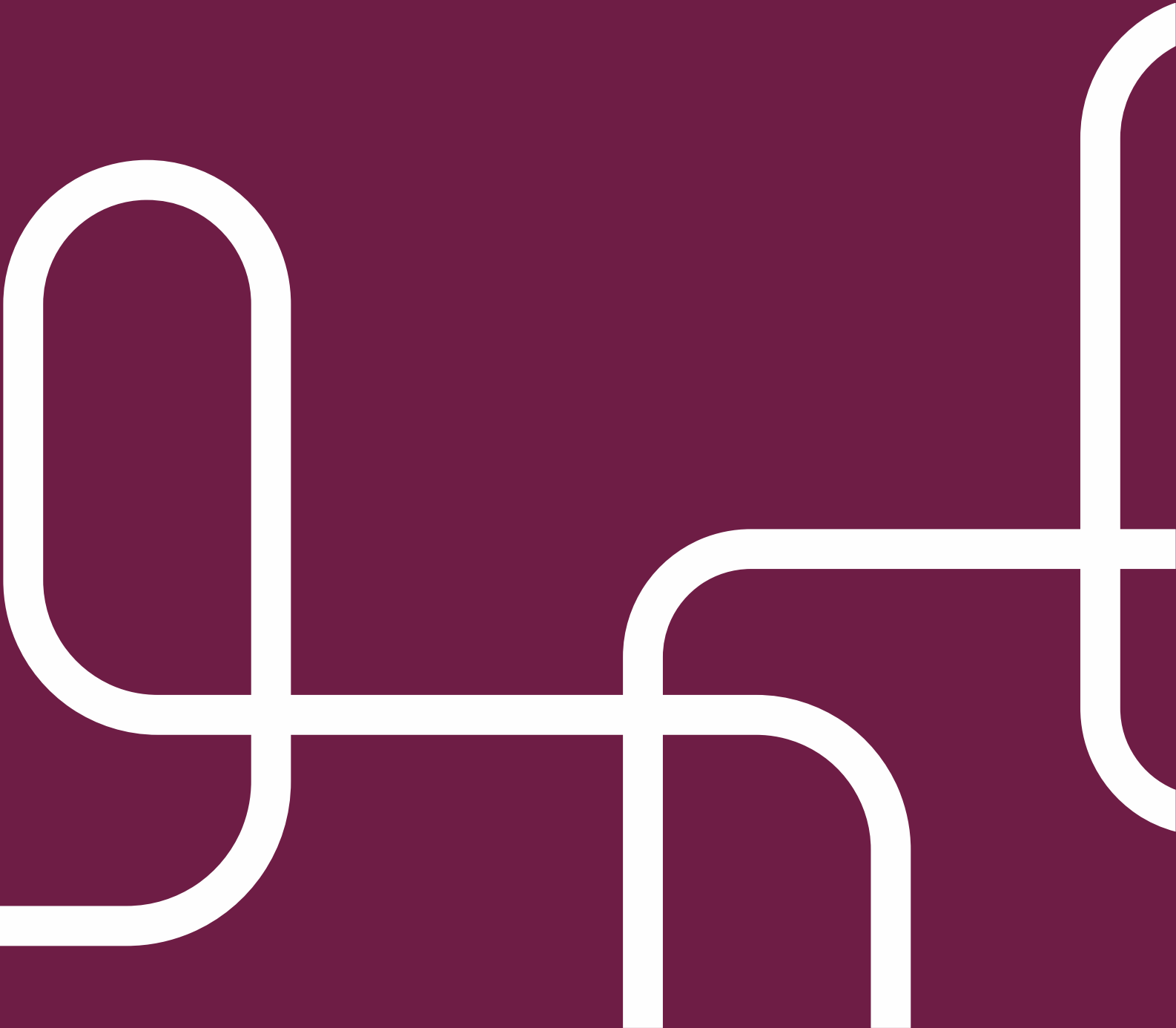


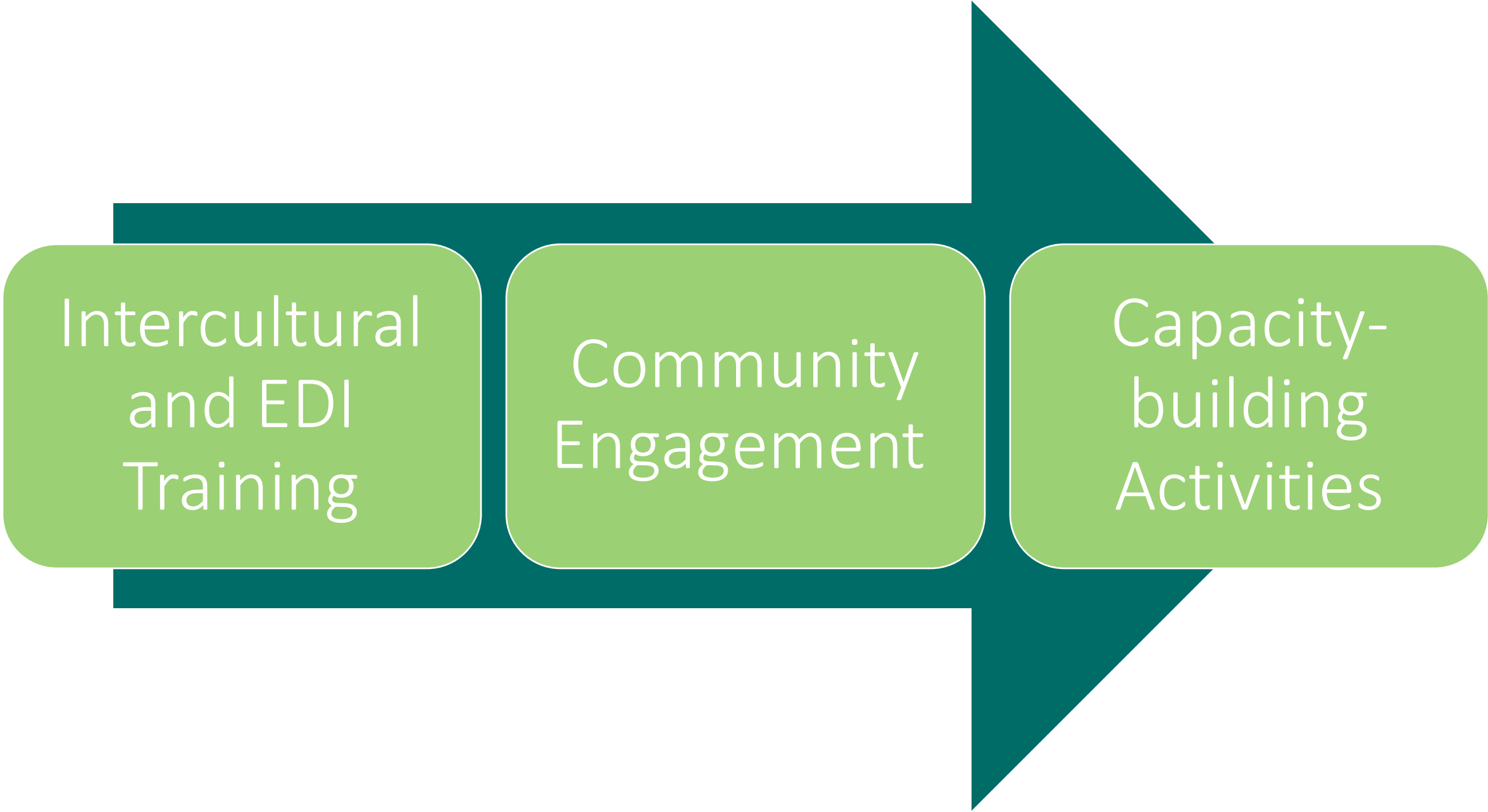
ATLANTIC IMMIGRATION PROGRAM



Challenges & Opportunities

COMMUNITY
PATHWAY





Intercultural
and EDI
Training

Community
Engagement

Capacity-
building
Activities



Welcoming Communities

- Who we serve
- Internal and external audiences
- Connections at the heart level-our humanity
- Exploring difficult conversations
- Anti-Racism and Anti-Oppression framework
- Client-focused and trauma-informed approach
- Learning, relearning, unlearning
- Action-oriented

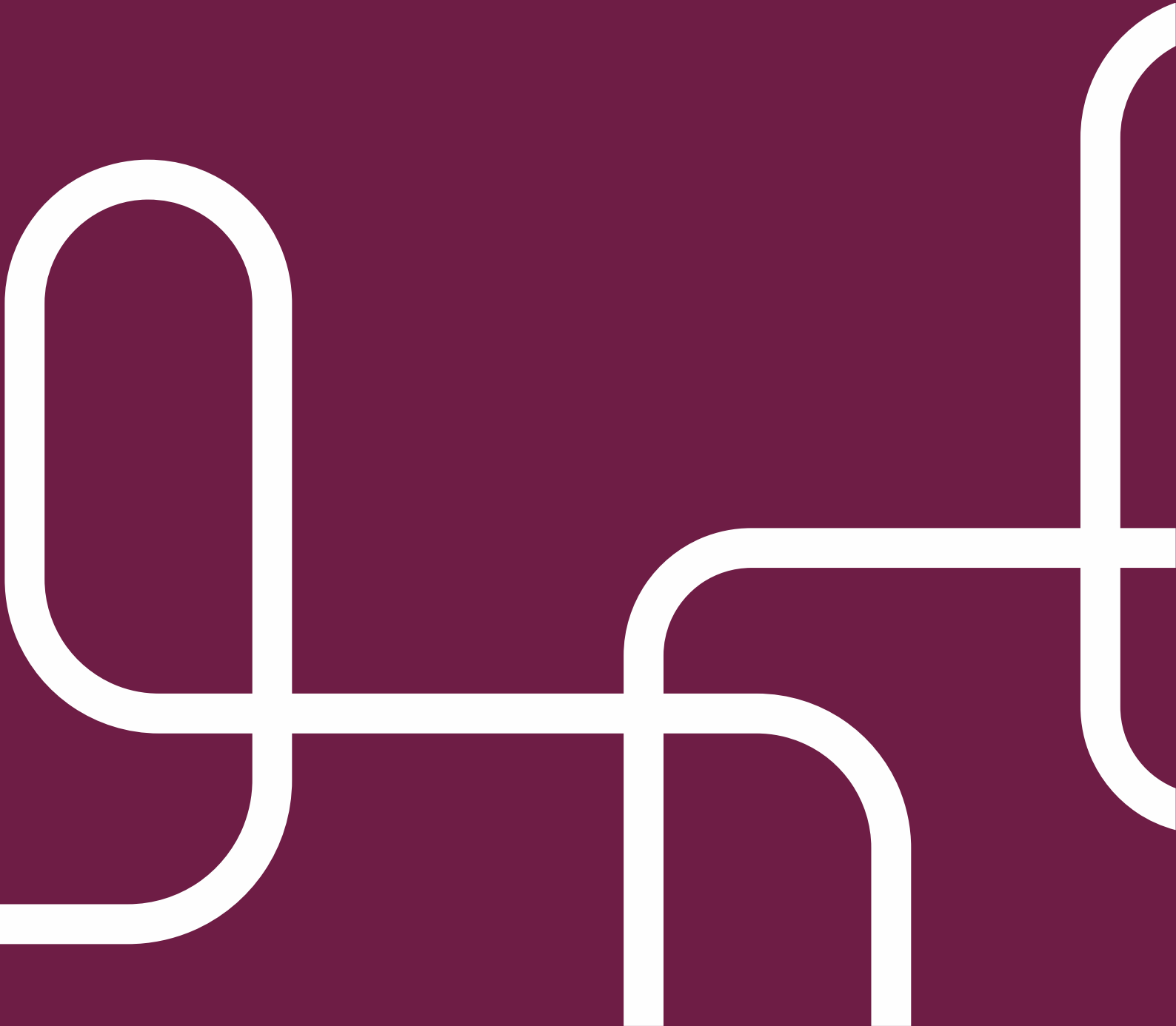


Celebrating Black Heritage: Uniting People of African Descent


- Feedback from immigrant clients and communities
- Informed by our experience in the settlement sector
- Community input through existing networks and new relationships
- Safer space for dialogue between African Nova Scotians and the African diaspora
- Growing opportunities through continuous feedback



PARTNERSHIP &
RESEARCH
PATHWAY



Community Based Research: Supporting Inclusivity

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- Funded by IRCC Anti-Racism Strategy Fund
 - Aims to increase the anti-racism and EDI capacity of the disability, family, volunteer, and recreation sectors in NS
 - Increase social participation of immigrants
 - Increase organizational knowledge about immigrants and immigrant experiences
 - Community-based and participatory research process
 - Concurrent evaluation process - CCBR

Project Phases



Research and
Development



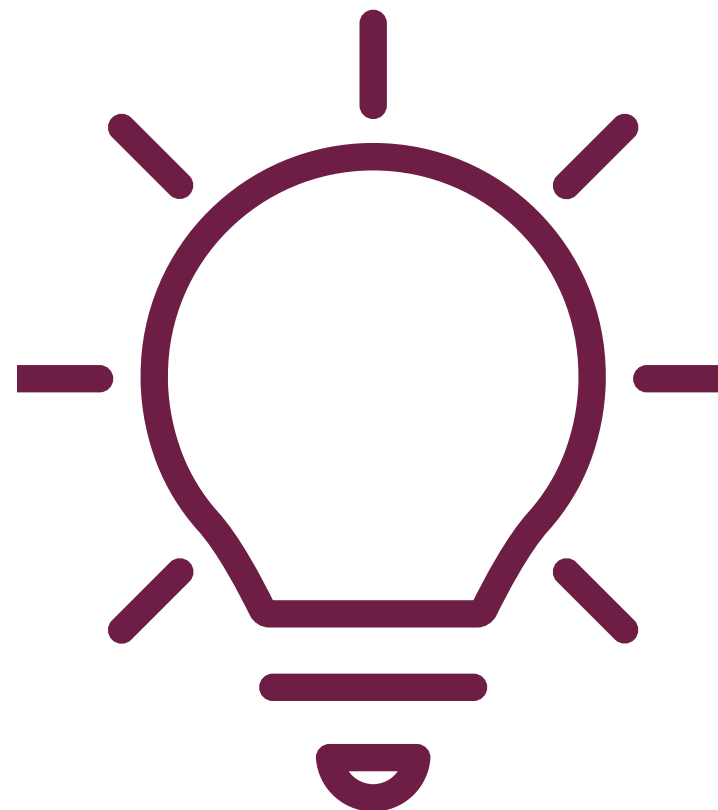
Piloting **and**
testing



Knowledge
Mobilization

Partnership & Research: Integrated Pathway

- Supports the other two pathways – employment and community
- Provides research and data to support ISANS EDI growth and development
- Identifies opportunities for connection and collaboration
- Identifies gaps in EDI service delivery and education
- Tests an approach (CBR) to EDI work



Case Study Activity

Teachers Union Journey towards Intercultural
Equity, Diversity, and Inclusion

Teachers Union

- Improving their Equity, Diversity, and Inclusion capabilities
- Strong commitment to promoting fairness and equity for its members
- Employee demographics changing
- Expand its knowledge and understanding



Our Integrated Pathway Approach

Employer



Employee Training

Employee Resource
Groups

Policy Review and
Revision

Community



Training with a holistic
focus

Provide guidance for
modelling support

Incorporate feedback from
proactive engagement in
other areas

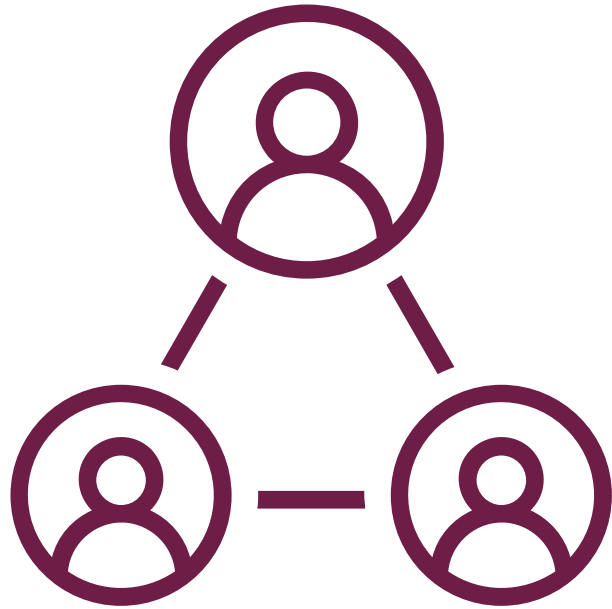
Research



Conduct research on
best practices, current
approaches and
programs

Connect to partners
currently working in
this area

Gap analysis, strengths
and barriers



How our pathways
work together



Questions?



If you would like to connect with us,
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THANK YOU

isans | Immigrant Services
Association of Nova Scotia