

## VISION

The land on which we live and prosper is a direct result of Friendship that we receive from the Indigenous People of this land. In this vein of inclusion and friendship, we will create a safe, inclusive, and equitable community where diversity and inclusivity are strengths and enjoyed by every resident of and visitor to the Town of Fort Erie.

## MISSION

Using the lens of anti-racism, anti-prejudice and anti-discrimination, the Coalition works with Mayor and Council to build a better Fort Erie where diversity and inclusion exist for everyone. Using the Indigenous principles of the original Two Row Wampum Belt treaty between Indigenous people and Settlers, there will be peace, friendship, and mutual respect between members of the Coalition and the community of Fort Erie through consultation, collaboration, and education.

### FORT ERIE DIVERSITY & INCLUSION COALITION

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[https://letstalk.forterie.ca/  
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ADVANCING EQUITY

## FORT ERIE DIVERSITY & INCLUSION COALITION



**C O N N E C T I O N**  
**L E A R N I N G**  
**P R A C T I C E**  
**C H A N G E**



# ADVANCING EQUITY THROUGH DIVERSITY AND INCLUSION (EDI)

## Defining the Concepts

### EQUITY

The promotion of fairness and justice that is proportionately applied to eliminate barriers. Everyone gets what they need, considering the historical, systemic, structural and social issues that impact individual needs.

### DIVERSITY

The variety of human characteristics that exist within a community or population such as identity, values, culture, ethnicity, religion (The list of characteristics is expansive and itself diverse)

### INCLUSION

The quality of experiencing AND feeling a shared sense of belonging in a group or community. It strives for an environment that offers affirmation and appreciation of different approaches, styles, perspectives, and experiences.



## What is E D I ?

Equity, diversity, and inclusion (EDI) is a **conceptual framework** that promotes the fair treatment and full participation of all people, especially those subject to discrimination or historically under represented.

## MAYOR'S FORUM ON DIVERSITY AND INCLUSION

Thank you for attending the Mayor's forum. We hope you found the experience useful and inspiring for your learning journey with E D I.



## Benefits of E D I

- 1) Diversity strengthens relationships, workplaces and communities by including and respecting multiple perspectives and ideas.
- 2) When people feel respected for who they are, and feel they belong, the result is a resilient, harmonious, creative environment where innovation and success will thrive.
- 3) In the workplace, purposeful EDI initiatives address discrimination, biases, differences of opinion, marginalization issues and power imbalances.

## How to Action E D I

Within the EDI framework is the common **thread of culture** (all the things, including actions and beliefs that human beings learn and live by). The starting point is YOU.

When considering how to action EDI in your own environment, it really is a life long journey, and it is connected to and manifests in CULTURE— its identity, values, and systems.

**Mahatma Gandhi said, "no culture can live if it attempts to be exclusive"**

## A few STEPS to get you started:

- 1) Create space for regular self-reflection and dialogue to identify your values, beliefs, and biases
- 2) Consider your own "culture" and the "rules of life" as you know them—how do they play out for you at work, at home, in your relationships, and who you are? How can they help you be more inclusive?
- 3) Establish connections across sectors— expose yourself to differences to improve your understanding and capacity for leveraging equity and systemic change.

## A few RESOURCES: to help you:

- 1) Canadian Ctr for Diversity & Inclusion. [www.ccdi.ca/toolkits](http://www.ccdi.ca/toolkits)
- 2) Self assessment & workplace assessment options: [www.diversitytoolkit.com](http://www.diversitytoolkit.com)
- 3) University of Guelph EDI Toolkit. [www.uoguelph.ca/president/edi](http://www.uoguelph.ca/president/edi)
- 4) University of British Columbia. [www.equity.ubc.ca/resources/activating-inclusion-toolkit/](http://www.equity.ubc.ca/resources/activating-inclusion-toolkit/)
- 5) University of Toronto Institutional Equity Office. [www.people.utoronto.ca/inclusion](http://www.people.utoronto.ca/inclusion)
- 6) Niagara Region. DEI Department. [www.niagararegion.caniagararegion.ca/about/inclusive-communities/diversity-](http://www.niagararegion.caniagararegion.ca/about/inclusive-communities/diversity-)