



# Have a More Diverse and Inclusive Culture with This One Practice

Presented by: Crystal Henrickson



What's Important About  
Equity & Inclusivity To You?

# What Matters To You?

## Activity: Self Reflection

- What are the EDI goals in your community?
- What are your personal commitments to inclusivity and belonging?
- What are your organization's commitments to inclusivity and belonging?



Worksheet > [bit.ly/TC-BCPRA2](https://bit.ly/TC-BCPRA2)



# Gratitude For This Land

## Land Acknowledgement


We recognize that we are uninvited settlers and we have deep gratitude to be able to live and work from the unceded and traditional lands of the Syilx (Okanagan), and the overlapping lands of the Coast Salish nations of the šxʷməθkʷəy̓əmaʔt̚ təməxʷ (Musqueam), Skwxwú7mesh-ulh Temíxw (Squamish), and səliwətaʔt̚ təməxʷ (Tseil-Waututh) peoples.

# About Me



## Crystal Henrickson (she/her)

Chinese, with mixed European ancestry, Canadian, settler woman, with earned and unearned privileges (ie being able-bodied) and honoured to live on the traditional, unceded lands of the Syilx (Okanagan) peoples

 Trauma informed Executive and Leadership Coach; HR, EDI, People Operations Advisor, Leadership Circle Profile Practitioner, and a Career Strategist

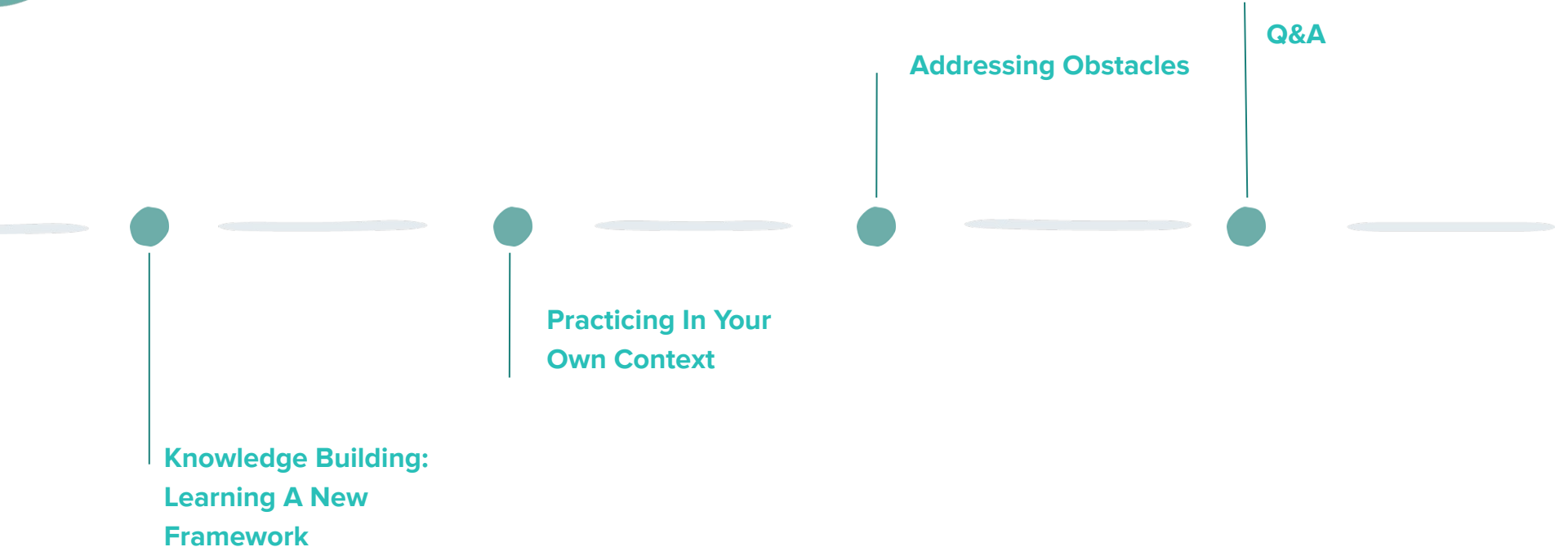
Certified as a Professional Coach (PCC), Co-Active Coach (CPCC), Relational Trauma Coach (CRTC), and Organization and Relationship Systems Coach trained (ORSC)

# About Us



Talent Collective, a Leadership and Executive Coaching and People Operations and Compensation Planning firm specializing in inclusive and equitable practices, working mostly with high growth companies and non profit organizations.

# Our Agenda



**Knowledge Building:  
Learning A New  
Framework**

**Practicing In Your  
Own Context**

**Addressing Obstacles**

**Q&A**

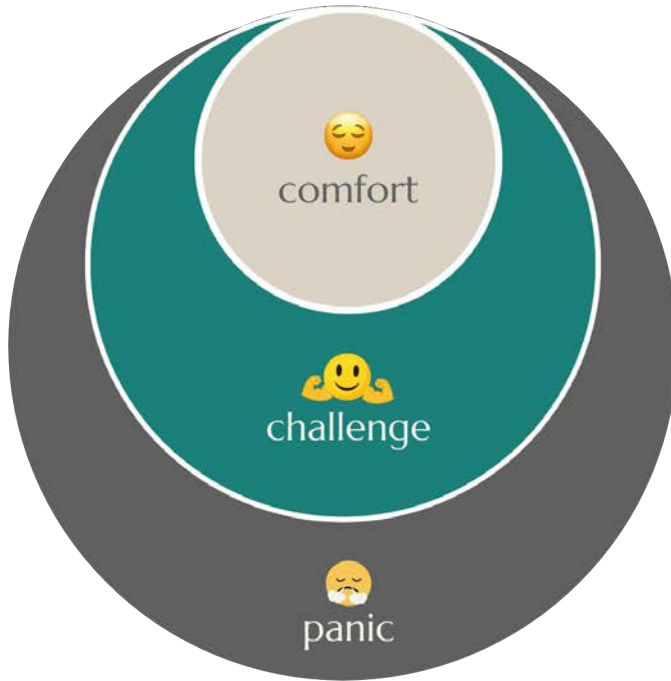


# A Learning Model

Developed by psychologist Lev Vygotsky



# A Learning Model



## **Comfort Zone**

Safe place to reflect  
Confident in abilities  
Low dysregulation

## **Challenge Zone**

Learning new abilities  
Growing in confidence  
Mild/medium dysregulation

## **Panic Zone**

New learning and growth is beyond abilities  
Confidence is not accessible  
High dysregulation

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# A New Approach



# Adopt Inclusion as a Lens

To achieve inclusion we need to

- **Listen** to marginalized and excluded points of view
- **Incorporate perspectives** and knowledge of marginalized, equity deserving, and intersectional identifying folks
- Make conscious effort to **validate, honour and respect** diverse views, experiences, and realities

Sources: [Nationalequityproject.org/frameworks/lens-of-systemic-oppression](https://nationalequityproject.org/frameworks/lens-of-systemic-oppression)

# Identify the Inclusivity Gap



# Identify the Inclusivity Gap



# Ask Inclusive Questions (a framework)



Barriers  
Restrictions  
Exclusions  
Discrimination

## Add or Remove

Resources  
Access  
Safety  
Equity  
Belonging



For every



to participate fully

Sources: Shookner Lens; [Nationalequityproject.org/frameworks/lens-of-systemic-oppression](https://nationalequityproject.org/frameworks/lens-of-systemic-oppression)

# Ask Inclusive Questions (1/3)





# Ask Inclusive Questions (2/3)



## **Add or Remove**

Barriers  
Restrictions  
Exclusions  
Discrimination

Resources  
Access  
Safety  
Equity  
Belonging

# Ask Inclusive Questions (3/3)

For every



to participate fully

# Ask Inclusive Questions (a framework)



- Barriers
- Restrictions
- Exclusions
- Discrimination

## Add or Remove

- Resources
- Access
- Safety
- Equity
- Belonging



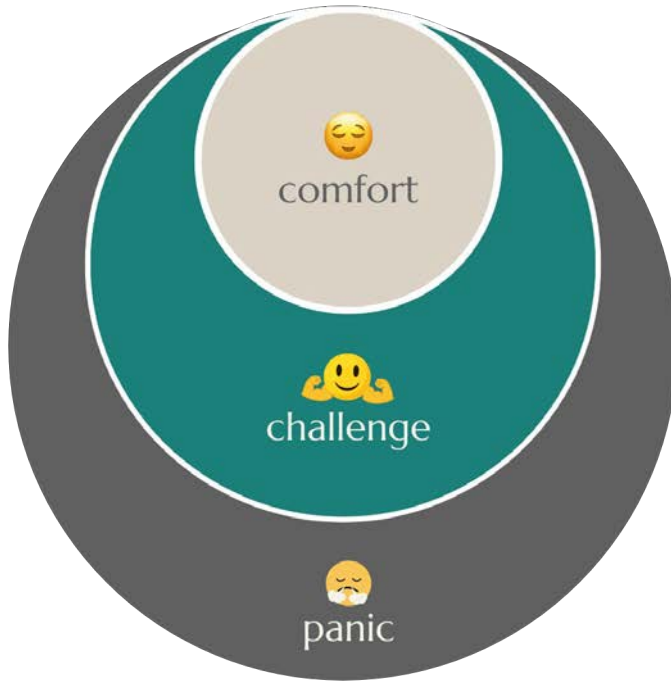
**For every**



**to participate fully**

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# Inclusive Question Examples

- How will this policy increase or decrease pay equity for women, BIPOC and Gen Z when we go to fill this role?
- Will how we are describing [x] increase or decrease the feeling of access within our disabled community?
- How is this hiring practice adding barriers for youth applicants? What about for new immigrants? How will we verify that?
- Has this approach added any restrictions that we haven't explored yet?
- Who have we talked to from our 2SLGTBQIA+ community about the proposed program? How did they describe the access and any barriers?

# Implement the Approach

# Identify the Principal Problem



# Identify the Inclusivity Gap





# Ask Inclusive Questions (a framework)



Barriers  
Restrictions  
Exclusions  
Discrimination

## Add or Remove

Resources  
Access  
Safety  
Equity  
Belonging



For every



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# Ask One Question

How Will This	◦ Plan ◦ Approach ◦ Policy ◦ Philosophy ◦ Practice ◦ Program ◦ Language ◦ Tone ◦ etc
Increase / add or Decrease / remove	◦ Barriers ◦ Restrictions ◦ Exclusions ◦ Discrimination ◦ Isolation and/or ◦ Resources ◦ Access ◦ Safety ◦ Equity ◦ Protection ◦ Belonging
For	◦ Gender ◦ Race ◦ Age ◦ Culture ◦ Ethnicity ◦ Ability and/or ◦ Safer environments ◦ Social interaction ◦ Participation



Sources: Shookner Lens; [Nationalequityproject.org/frameworks/lens-of-systemic-oppression](https://nationalequityproject.org/frameworks/lens-of-systemic-oppression)

# Addressing Obstacles



# Where do you feel Safe? Where do you feel Brave?

## Action: Reflect

- What would feel hard for you to say?
- What situations do you feel unsafe in?
  
- What situations do you feel safe enough to speak up in?
- What situations do you feel brave enough to try new things in?



# How Do Power and Privilege Impact You?

## Action: Reflect

- What positions of power do you currently have?
- What positions of marginalization do you currently have?
  
- When do you feel you have less power? When do you feel you have more power?
- How can you support others when you have more power?
- How can you get support when you have less power?





# Final Thoughts

- Have self compassion
  - Self reflection practices
- Keep practicing
  - Finding zones of safety/comfort to retreat to
  - Finding zones of bravery/challenge to stretch into
- Take Action
  - What steps would you need to take in order to implement this practice?
  - How will you determine success?

# Thoughts & Questions



**Want to celebrate your commitment,  
practice or ask a question?**

**Get in touch:**

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Linkedin: [/the-talent-collective](#)

Instagram: [@talentcollective](#)