

We are agents of change.

*Managing Diversity and
Inclusion in Today's World*

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CICELY BELLE BLAIN

Diversity & inclusion consultant



Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

- Margaret Mead

Diversity & Inclusion rooted in social change

CICELY BLAIN CONSULTING



FEATURE

HERstory in Black



Meet 150 black women who have made a place in Canadian history

Cicely Blain is an artist at heart yet she wears many hats including consultant, facilitator, writer – not least of which is as a social activist, who played a major role in 2016 Vancouver’s ‘Black Lives Matter.’

LGBT »

Cicely Blain helps organizations promote respectful workplaces with insights into complexities of identity

by Charlie Smith on July 25th, 2018 at 6:10 PM

LIVING 03/03/2017 09:15 EST | Updated 03/15/2017 09:04 EDT

Some Of The Coolest People Who Call Vancouver Home





ANTI-OPPRESSION

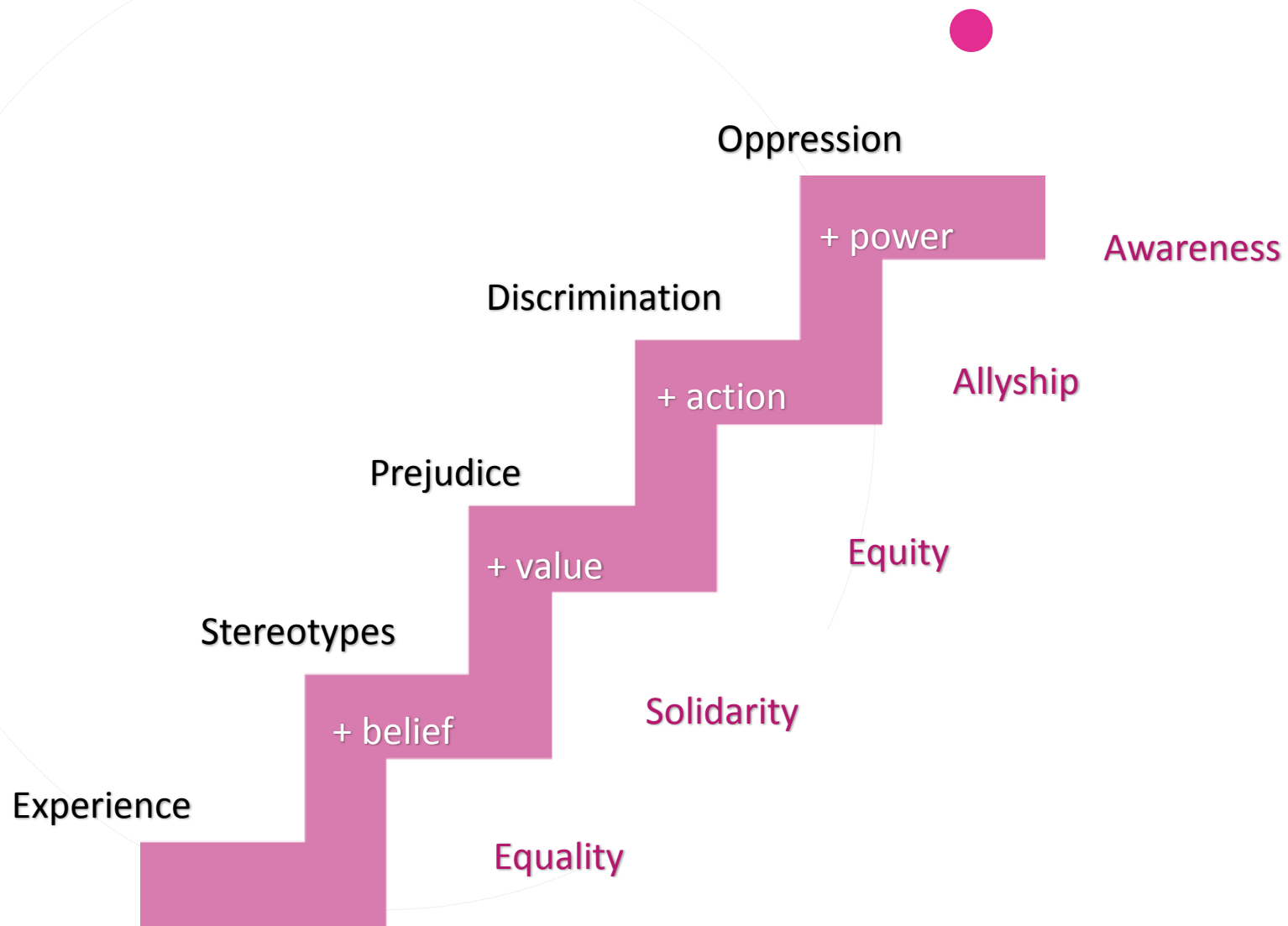
***Anti-Oppression** work seeks to recognize the oppression that exists in our society and attempts to mitigate its affects and eventually equalize the power imbalance in our communities.*

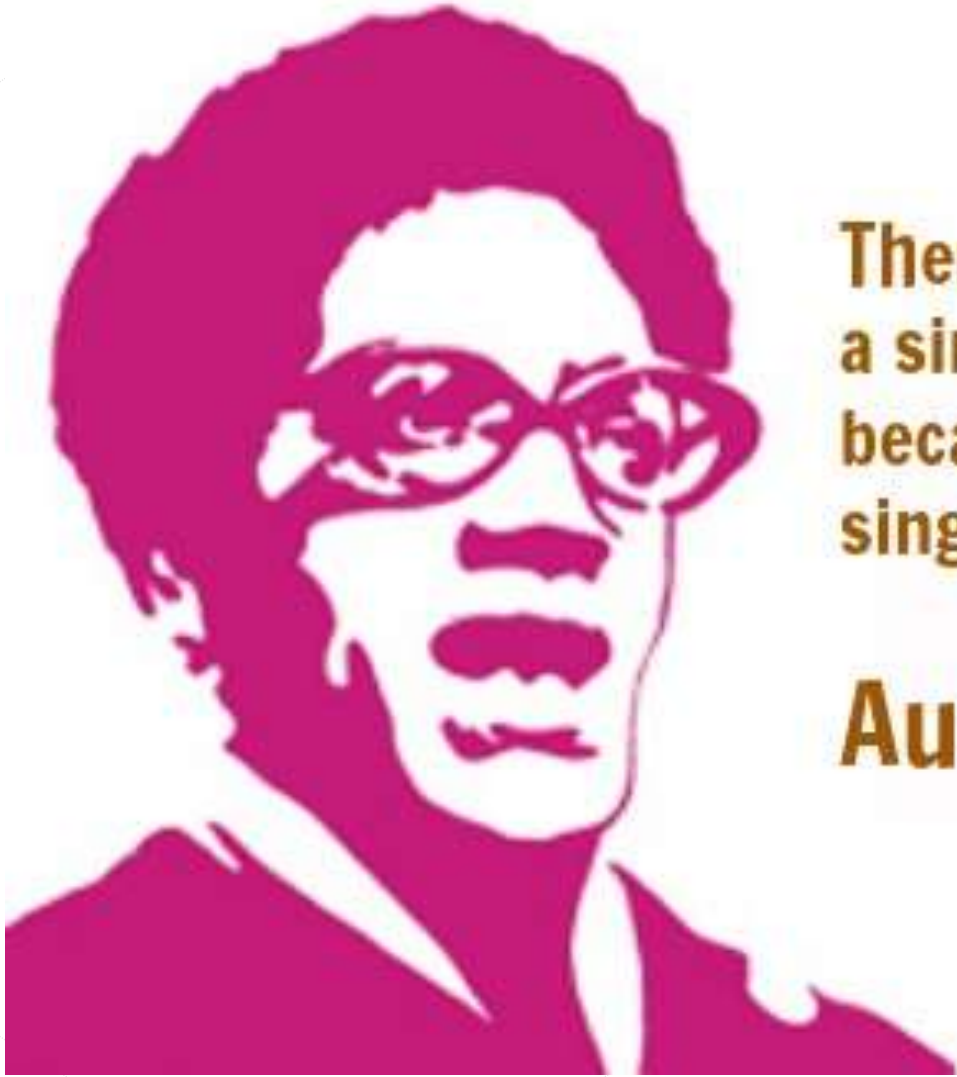


INTERSECTIONALITY

***Intersectionality** is a concept often used in critical theories to describe the ways in which oppressive institutions are interconnected and cannot be examined separately from one another.*

Staircase of Oppression

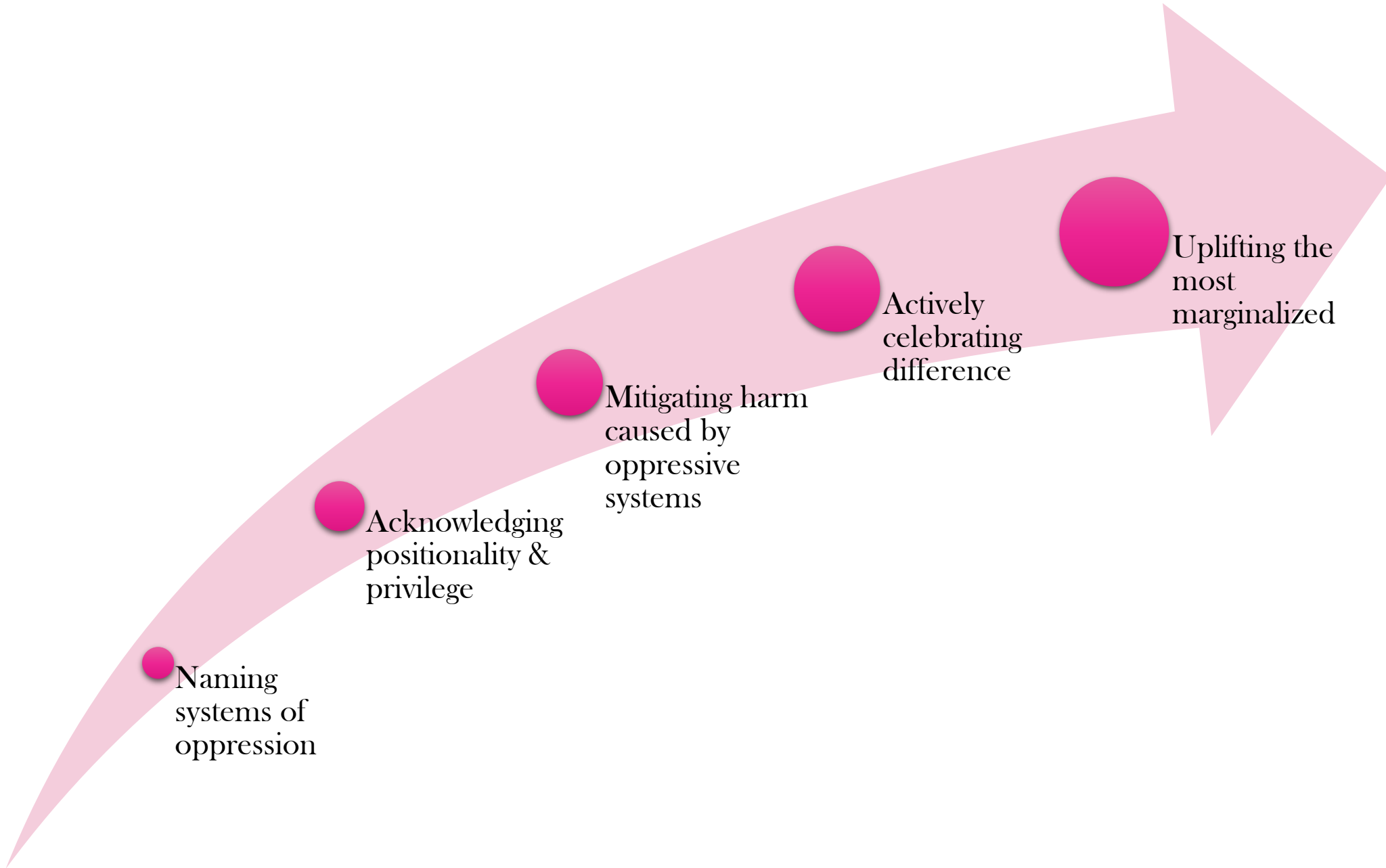




**There is no such thing as
a single-issue struggle
because we do not live
single-issue lives.**

Audre Lorde

So, how do we move
towards **anti-oppressive**
and **intersectional**
diversity & inclusion?



Naming systems of oppression

Building self- and organizational-awareness of historical marginalization and ongoing inequality, in a local and global context, allows us to understand each individuals' experiences and barriers.

Naming systems of oppression



Gender & Sexuality

- Sexism
- Misogyny
- Transphobia
- Cissexism
- Homophobia
- Heteronormativity



Race & Class

- Racism
- Xenophobia
- Islamophobia
- Settler Colonialism
- Classism



Ability

- Physical ableism
- Mental ableism
- Neurotypicalism
- Addiction stigma
- Fatphobia
- Sizeism

Acknowledging positionality & privilege

Being aware of who is in the room and more importantly who we are in relation to the world, fosters a sense of empathy, responsibility and accountability towards others and towards anti-oppression.

Acknowledging positionality & privilege



Mitigating harm caused by oppressive systems

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Making active efforts to establish and nurture safe(r) spaces and providing refuge from systems of disparity, oppression and violence fosters trust, meaningful connection and greater belonging.



Presenteeism and Showing Up

Presenteeism occurs when ongoing physical or mental conditions prevent employees from being fully productive at work.

Productivity loss as a result of presenteeism is **three times greater** than losses caused by absenteeism and costs businesses almost 230 billion dollars each year.

“We have decades of research showing that when people are treated differently, unfairly or badly, it can have effects ranging from low self-esteem to a higher **risk** for developing stress-related disorders such as anxiety and depression.”

Actively celebrating difference

Making active efforts to establish and nurture safe(r) spaces and providing refuge from systems of disparity, oppression and violence fosters trust, meaningful connection and greater belonging.

Actively celebrating difference



*“I tolerate you
and your
traditions.”*



*“I celebrate and
value your
experiences and
contributions.”*

Uplifting the most marginalized

Knowing that systemic oppression often prevents certain people/groups from achieving success, we can be part of supporting and uplifting those communities, breaking down barriers, and undoing systems of disadvantage.

Do white people dominate the outdoors?



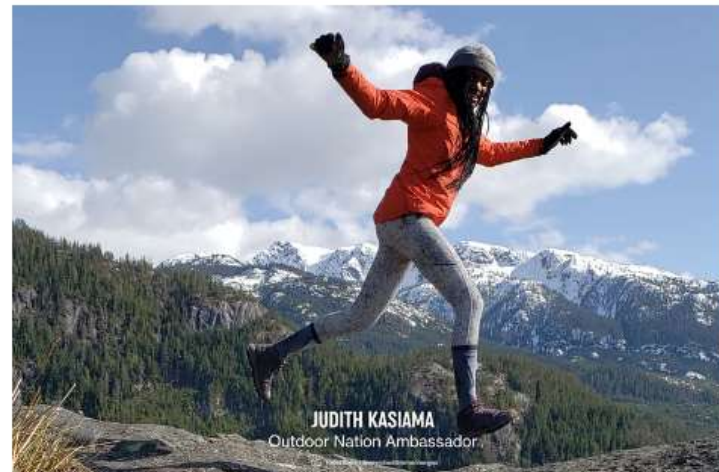
David Labistour

AN OPEN LETTER FROM OUR CEO

October 22, 2018

Found in "Community"

Let that question sink in for a moment. If you consider every advertisement you've ever seen for skiing, hiking, climbing and camping, you might think that's the case. It isn't true at all, and it's part of a bigger problem. White athletes hold the spotlight in advertising, while the diversity that exists and continues to grow in outdoor spaces isn't represented in the images we produce and promote. The truth is that we haven't represented the diversity of Canadians or of our 5 million members.



JUDITH KASIAMA
Outdoor Nation Ambassador

“Representation matters, because role models define what's possible.”

Case study:
MEC

JUDITH KASIAMA

Judith loves hiking Vancouver's local mountains, often with friends who are new to hiking. When she's not exploring the Canadian outdoors, she likes to travel and learn about the diverse cultures the world has to offer.



An individual has not started living until they can rise above the narrow confines of their individualistic concerns to the broader concerns of all humanity.

- Martin Luther King Jnr

THANK

YOU

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