



Tools 4 Equity

EQUITY HOMEWORK GUIDE

Thank you for enquiring about ICA's **Tools for Equity Program** which we will be launching in October 2021. Through training and organizational coaching, the program will help organizations and businesses develop long-term equity frameworks and institutional practices that strengthen management and employee competencies at all levels.

However, racial equity is deeply important work, and our current times require greater intentionality to shift existing culture. Deeper *pre-engagement* work and assessment of organizational readiness is critical to your overall success. Here are some questions you can ask yourself and begin finding answers to before starting the program with us:

1 - What is my organization's stance on racial justice and equity in this current moment?

2 - Has this been discussed with my team at work and communicated to my client base and public?

It is important to begin this sometimes-difficult conversation with your staff before engaging outside EDI (Equity, Diversity and Inclusion) support. It helps reduce anxiety around the topic and prepare your staff to engage in more open and meaningful dialogue once training begins. Besides talking about your organization's equity stance, you can ask your staff how they have been impacted by the charged racial incidents of the last 2 years and ways they would like to see the organization address it.

3 - Are you able to articulate what your organizations' particular EDI needs and priorities are?

This work can be overwhelming if you try to tackle it all at once. Every organization is at a different place on their journey to equity, which is why there is no one-size-fits-all solution. It all depends on each organization's identified goals and priorities. As a working exercise and to help identify what your needs might be, we suggest that you select staff at different levels in your organization to fill out this ICA Survey and then meet to discuss and solidify what your specific needs might be:

<https://www.surveymonkey.com/r/3YTT769>



4 – Has your leadership team and staff taken time to educate themselves on race equity and justice work, particularly in Canada?

There is a danger in believing the narrative that Canada is not racist and consequently spending precious training time trying to convince people that racism and white privilege exists in our social spaces and in the very walls of our institutions. Doing some research before attending our program is highly encouraged. Here are some reading, watching, listening and supporting options to help you do so:

Racial Justice Resources

Learning and establishing a shared language of EDI principles and terms will also help us communicate more effectively during training:

- [A Glossary of Equity Terms](#)
- [Core Concepts on Race, Equity & Inclusion](#)
- [Four Levels of Racism](#)

5 – Have you set aside an adequate budget to cover the training and time it will take to achieve meaningful and sustainable change?

ICA's Tools for Equity Training is an in-depth anti-racist program that cannot be checked off as one and done after 1-2 diversity workshops. It requires organizations to take a long and in-depth look at *how they do business* over a considered period of time. Only then can organizations make the necessary structural changes to achieve real equity.

6 – Will your organization be able to invest in internal staffing support aligned to equity work once you've completed ICA's Training?

Organizations are more likely to succeed in establishing functional equity frameworks and creating safe and inclusive work environments if they're committed to continuing the good work once the training is completed.

For additional information, please contact:

Paulina Grainger
Manager of Arts, Equity & Community Engagement
Email: pgrainger@icavictoria.org

Generously supported by: