

Equity, Diversity & Inclusion Learning Moment

Introduction

The Royal Canadian Legion strives to embed Equity, Diversity, and Inclusion (EDI) into its culture at all levels, from our Branches and members to Dominion Command and from Dominion Command to our Branches and members. We empower members, Branches, Provincial Commands/Special Sections and Dominion Command to build EDI plans and initiatives, not only for our members, but also for our employees and clients that may or may not be Legion members.

“It is essential to build upon our existing efforts to welcome and value the backgrounds of all those we encounter, and it’s timely. As many new and diverse members join us during our record growth period, this will strengthen our collective journey into the next century!”

- Nujma, National Communications and Public Relations Manager

Definition of EDI



Diversity: who’s in the room?

Inclusion: do people feel they can be their authentic selves and belong?

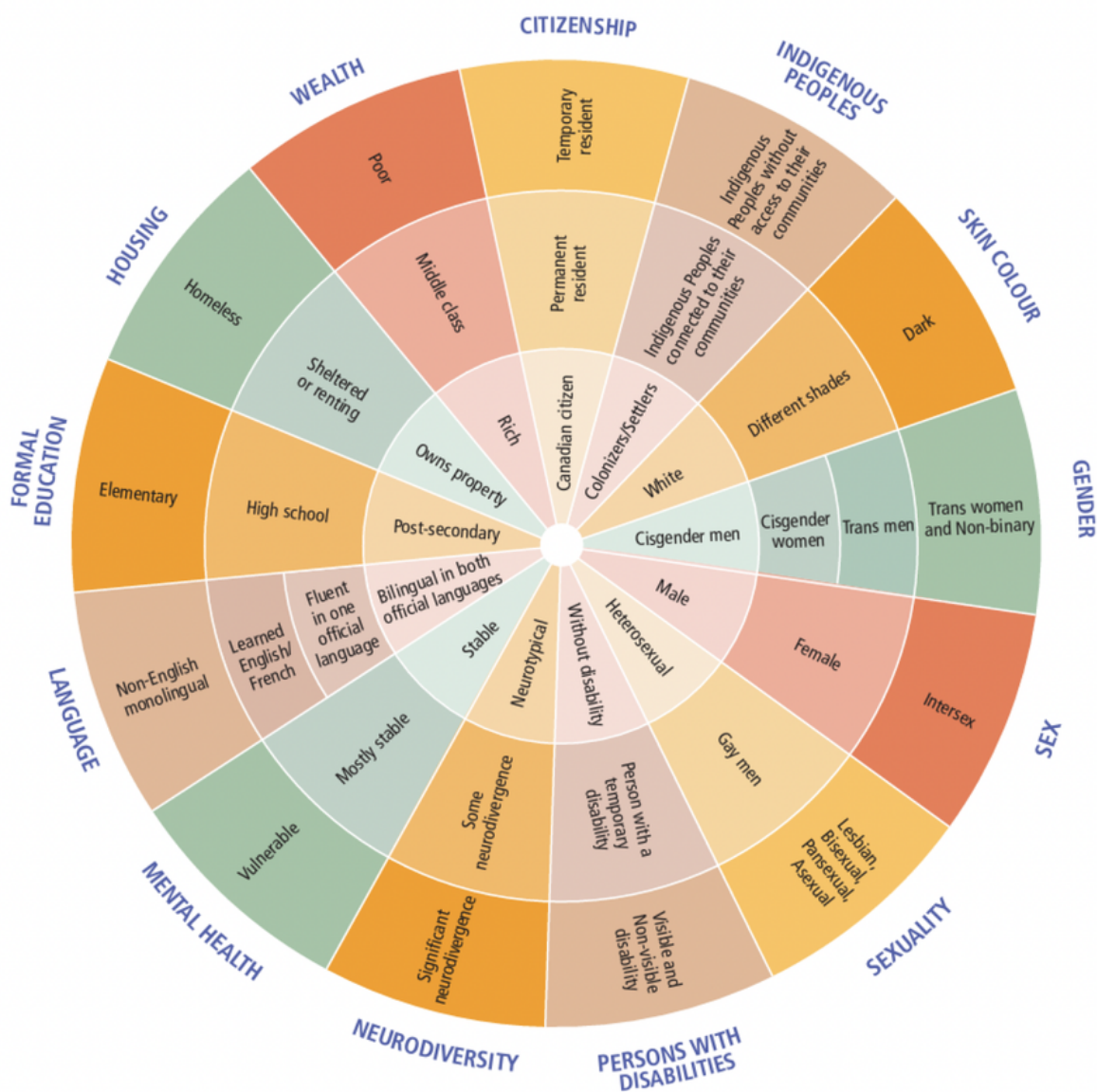
Equity: do all have access? Is everyone treated fairly?

We need **all three** for the Legion’s mission to truly reach everyone it serves.

Note: The Royal Canadian Legion uses the acronym EDI, intentionally placing Equity first as a reminder of the powerful role that fairness and access plays in enabling and sustaining diversity and inclusion. The sequencing of Diversity, Inclusion, and Equity in this example is for storytelling purposes, only.

Social Identity Wheel

This wheel displays some of the different social identities we may hold. The closer we are to the centre for any given identity, the less likely we are to experience barriers in that particular area.



Source: <https://www.canada.ca/content/dam/ircc/documents/pdf/english/corporate/anti-racism/wheel-privilege-power.pdf>

Reflection Questions

1. What aspects of your identity are most central to how you see yourself?

a. Do those same identities feel central to how others perceive you?

2. What aspects of your identity do you feel proud to express openly?

a. Which do you tend to keep private?

b. What shapes that difference?

3. Have you ever been in a space where you felt like an outsider due to your (real or perceived) identity? What was that experience like?

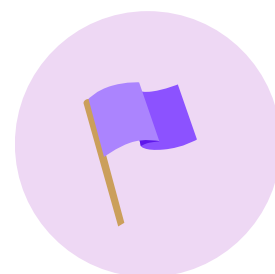
4. How might someone's social identities shape whether they feel welcome, or unwelcome, when they enter a Legion branch or engage with us?

a. What could the impact be?

Calling In With Purple Flags

Raising a Purple Flag

- **Seek clarity:** *"What did you mean by x?"*
- **Advise and reframe:**
 - Let them know they've done harm: *"That sounds like a stereotype"*
 - Provide an alternative: *"A more inclusive term is x"*



Responding to a Purple Flag

- **Acknowledge the flag:** *"I appreciate your feedback"*
- **Seek clarity:**
 - If appropriate, ask questions to increase understanding: *"could you give an example of where I made a misstep?"*
- **Commit to doing better:** *"I am not going to do that behaviour in the future"*

Learning Recap



- 1. EDI helps the Legion strengthen its mission.** Equity, diversity, and inclusion help ensure the Legion remains welcoming, relevant, and accessible to the evolving Legion.
- 2. People carry many identities and experiences.** Diversity refers to the unique experiences of individuals and this shapes how people feel in a community.
- 3. Inclusion expands our community.** Inclusion is built when people can bring their unique experiences while still feeling welcomed, respected, and connected to the Legion community.
- 4. Equity means fairness, not just treating everyone the same.** Sometimes treating everyone the same can unintentionally create challenges. Equity helps ensure everyone has a fair opportunity to participate and contribute.
- 5. Purple Flags help us notice moments that might exclude someone.** A simple question or different perspective can help keep the space respectful.
- 6. Small actions shape the culture of the Legion.** How we welcome people, share opportunities, and respond to each other makes a big difference.

Reflection Questions

One key reflection from the session:

One action I will commit to in the next 30 days:

Further Resources

Topic	Resource	Format
EDI Business Case	Diversity Matters Even More	<u>Report</u>
Privilege	Headwinds & Tailwinds	<u>Video</u>
Exclusion	The Micropedia of Microaggressions	<u>Website</u>
Unconscious Bias	Why are we Biased?	<u>Video</u>
Calling In vs Out	Calling In and Calling Out Guide	<u>Guidebook</u>
Addressing Bias	Question the Impression to Break Free from Bias	<u>TEDx Talk</u>
Raising Purple Flags	How to Reduce Bias in your Workplace	<u>TED Talk</u>
Repairing a Mistake	You’ve been called out for a microaggression. What do you do?	<u>Article</u>