

# 1 EQUITY TOOLKIT

## Promoting equity — through Diversity, Inclusion and Accessibility



**THIS TOOLKIT IS DESIGNED WITH PRACTICAL TOOLS, AND REFLECTION PROMPTS TO SUPPORT MORE WELCOMING, INCLUSIVE, AND FAIRER COMMUNITIES.**

1

### What is Equity

Equity means fairness, giving everyone what they need to succeed, not giving everyone the same thing. While equality focuses on sameness, equity focuses on fairness — recognizing that people start from different places and may need different supports to reach the same opportunities.

Example: Providing a ramp for wheelchair users or translation services for non-English speakers are examples of equity in action.

Equity is both a mindset and a practice. It asks us to notice where systems or spaces may unintentionally exclude people and to make intentional adjustments so that everyone can experience belonging, opportunity, and dignity.

Equity is the foundation that supports diversity, inclusion, and accessibility. Together, they create a fair, compassionate, and connected community.

2

### What is Diversity

Diversity is representation. It means recognizing and valuing the differences that make each person unique — including race, gender, culture, ability, age, religion, sexual orientation, language, and lived experience.

When we promote diversity, we ensure that many perspectives are represented in decision-making, learning, and leadership.

Diversity within equity reminds us that fairness isn't possible unless everyone's voice and identity are visible and respected.

Equity makes diversity meaningful by ensuring representation leads to opportunity — not tokenism.

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### What is Inclusion?

Inclusion is belonging. It means creating environments where everyone feels welcome, respected, and able to participate fully.

It's not just inviting people into a space — it's making sure the space adapts to meet their needs.

Inclusion within equity means belonging is not conditional. Everyone is encouraged to contribute, to be heard, and to be part of shared growth.

Equity turns inclusion into belonging — where participation is real, not performative.

2

### What is Accessibility?

Accessibility means removing barriers. Designing spaces, systems, and communication so that everyone can participate — regardless of ability, learning style, or sensory needs.

It's about removing physical, social, and systemic barriers that prevent people from engaging equally.

Accessibility within equity ensures fairness is practical and visible.

It transforms fairness from an idea into an everyday reality where everyone has true access to opportunities, services, and success.

Equity includes accessibility because fairness means designing for everyone — from the start.

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### Bringing it all together

When Equity guides how we think, plan, and act —

- Diversity is represented.
- Inclusion and belonging is felt.
- Accessibility is built in.

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### Understanding Barriers

Barriers make it harder for some people to access opportunities, feel included, or prevent success. They aren't always obvious, or intentional – but they impact people's lives. Equity means noticing these barriers and helping to remove them so everyone has a fair chance.

**Physical Barriers** – Obstacles in the environment – like no ramps, or inaccessible spaces – that make it hard for some people to participate.

**Attitudinal Barriers** – Assumptions, stereotypes, or judgements that make people feel unwelcome, underestimated, or excluded.

**Systemic Barriers** – Rules, policies, traditions or structure of systems – including learning systems – that unintentionally benefit some groups while disadvantaging others.

**Communication Barriers** – Information shared in ways people can't access – because of unclear language, no translations, or not considering different communication needs.

**Identity-Based Barriers** – Barriers someone faces because of aspects of their identity – such as race, gender, disability, culture, religion, or sexual orientation – that affect how included, safe, or valued they feel.

**Social & Cultural Barriers** – When someone feels pressure to hide their identity because of what the environment expects, or because the environment reflects only one "normal".

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### Principals of Equity & Inclusion

Respect – Everyone deserves dignity, empathy, and understanding.

Representation – Everyone from all diverse groups should see themselves reflected in leadership, learning, and decisions. Their voices are heard and valued, not just present.

Accessibility – Everyone should be able to participate fully with dignity and independence.

Fairness – Decisions and opportunities should consider people's real circumstances and remove barriers.

Belonging – Everyone should feel valued, included, and safe to be their authentic self.

# 4 SELF-REFLECTION CHECK-LIST

## Promoting equity – through Diversity, Inclusion and Accessibility



**THIS CHECK-LIST IS DESIGNED TO HELP YOU UNDERSTAND EQUITY, AND HOW TO SUPPORT EQUITY THROUGH YOUR EVERYDAY MINDSET AND ACTIONS.**



Check those that apply

- I listen to voices different from my own.
- I consider accessibility from the beginning - not as an afterthought.
- I don't laugh off or stay silent when someone makes an offensive comment.
- I seek out diverse perspectives in decision-making.
- I reflect on my own biases regularly.
- I adapt my approach based on individual needs rather than assuming one size fits all.
- When I plan or invite people, I check if everyone can actually participate.
- I don't assume I know someone's experience because of how they look, talk, or act.
- I use inclusive language so everyone feels seen.
- I respect others' stories, even when I can't relate to them personally.
- I invite others to join in, even if they seem different.
- I notice when someone is being left out or unheard - and do something about it.
- I try to pronounce people's names correctly - and ask if I'm unsure.
- I recognize that fairness means helping each person succeed in their own way.
- I share resources and opportunities with others who might need them.
- I make an effort to include people whose ideas often get overlooked.
- I'm curious about others' background's instead of making assumptions.
- I support friends who experience discrimination or exclusion.
- I respect and use the language some prefer about themselves.

# 5 INCLUSIVE SPACES

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**THIS TOOLKIT IS DESIGNED WITH PRACTICAL TOOLS TO SUPPORT AND ENCOURAGE INCLUSIVE SPACES.**



## What are inclusive spaces

An inclusive space is any environment - physical, social - where everyone feels welcome, safe, respected, and able to participate fully, regardless of who they are or what they need.

Inclusive spaces are:

### Accessible

Everyone can enter, move around, participate and use what is provided. (ramps, seating, captions, quiet zones, interpreters, devices, etc.)

### Respectful

People's pronouns, identities, and cultures are recognized and honoured.

### Safe

Free from bullying, exclusion, or discrimination. Everyone feels emotionally and physically secure to express themselves without fear of judgement, mockery, or retaliation.

### Representative

The people, artwork, signage, and materials reflect all kinds of people. People see themselves reflected in leadership, visuals and voices - and feel like they belong.

### Flexible

Rules, structures, and expectations adapt to meet different needs.

### Collaborative

Everyone has a voice, leadership and decisions aren't controlled by a few.

### Proactive

Inclusion is built in - not added later.

# 6 COMMUNITY ENGAGEMENT

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**THIS TOOLKIT IS DESIGNED TO SUPPORT COMMUNITY ENGAGEMENT WITH PRACTICAL TOOLS.**



## Community Engagement Tools

### Community Listening Sessions

To create a safe, accessible space where people can share lived experiences, challenges, and ideas about inclusion, fairness, and representation — and where those insights are heard, valued, and acted on.

- Define Purpose Clearly: Know what you're asking and why — focus on learning, not defending.
- Co-Plan with Community: Involve diverse voices in designing the session.
- Set Safe Space Agreements: "Listen to understand," "Respect lived experience," "Confidentiality matters."
- Offer Multiple Ways to Participate: Speak, write, draw, text, or respond anonymously.

### Equity survey or Community Audit Strategies

- Clarify Purpose: Know what you're measuring — belonging, access, representation, or safety.
- Co-Design the Survey: Involve community members, staff, or students in drafting questions.
- Use Plain Language: Keep it simple, clear, and free of jargon.
- Include Demographic Options (Optional): Offer "Prefer not to say" for sensitive questions.
- Ask Open & Closed Questions: Combine rating scales (1–5) with "What would make this space more inclusive?"
- Be Accessible: Offer paper, digital, and verbal options; use large fonts and multiple languages.
- Keep It Anonymous: Protect privacy to encourage honesty.
- Test Before Sending: Have a few people review for clarity and comfort.
- Promote Widely: Share through newsletters, social media, and word of mouth — representation matters.
- Offer Incentives: A small draw, recognition, or gift card increases participation.
- Analyze with Equity Lens: Look for patterns — who feels included, who doesn't, and why.
- Share Results Transparently: Post a simple summary: "Here's what we heard, and here's what we're doing."
- Act on Findings: Turn data into next steps and policy changes.

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## Community Engagement Tools

### Focus Groups

Exploring equity, diversity, and inclusion topics in depth with smaller groups.

They allow participants with shared experiences to speak openly about barriers, supports, and real solutions — offering richer insights than surveys alone.

- Clarify the Goal: Know what you want to learn (e.g., inclusion in classrooms, workplace bias, accessibility needs).
- Choose Small Groups: 5–10 participants works best for comfort and conversation.
- Group Intentionally: Consider identity-based or mixed groups — depending on topic and safety needs.
- Use Skilled Facilitators: Choose someone trusted, neutral, and trauma-informed.
- Set Clear Ground Rules: Respect, confidentiality, one voice at a time, listen to understand.
- Create Safe Spaces: Use accessible rooms, seating circles, and inclusive language.
- Ask Open-Ended Questions: “What helps you feel seen here?” “Where do barriers still exist?”
- Record Themes, Not Names: Protect privacy while capturing authentic feedback.
- Include Observers Only if Invited: Too many staff or leaders can inhibit honest sharing.
- Provide Supports: Offer food, honoraria, interpreters, and transportation if needed.
- Summarize Key Themes: Reflect what you heard without bias or justification.
- Follow Up with Action: Share what will change as a result — accountability builds trust.
- Repeat Periodically: Check if past issues have improved over time.

### Equity roundtables

By bringing people from different backgrounds together to share experiences and to find solutions.

- Host quarterly “Equity in Action” with educators, parents, youth, and service providers.
- Use small break out questions with guiding questions about where the progress in headed, what barriers still remain, and what does real inclusion look like here, etc.
- Invite one community voice to open each meeting.

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## Community Engagement Tools

### Community Listening Cafes

Create informal, judgement-free spaces for honest conversation.

- Set up a “coffeehouse-style” evening in a school . library, or community center.
- Each table has a theme, for instance Accessibility, Representation, etc.
- Use conversation cards or a facilitator to gently guide discussion.
- Provide a way for people to write anonymous thoughts or hopes for the future.
- End with a gratitude circle for - “What did you learn from someone today?”

### Community Mapping

Visually identifying where equity, inclusion, and accessibility exist — and where they don't. Community mapping helps teams and participants see strengths, gaps, and opportunities for improvement across neighborhoods, schools, workplaces, or programs.

- Define the Goal: Decide what you're mapping — access to supports, safe spaces, resources, or community representation.
- Gather a Diverse Team: Include residents, youth, elders, and underrepresented voices.
- Choose Your Format: Use printed maps, whiteboards, or digital mapping tools (like Google My Maps or Maptionnaire).
- Mark What Works: Use colored stickers or pins for welcoming, inclusive, or accessible locations.
- Identify Gaps: Mark places where barriers, exclusion, or lack of access exist.
- Add Context: Encourage participants to write brief notes explaining why a space feels inclusive or not.
- Include Services & Supports: Schools, clinics, cultural centers, bus routes, parks, and gathering spaces.
- Make It Accessible: Provide large-print maps, plain language instructions, and assistive tools.
- Facilitate Conversation: Discuss patterns — “Where are resources clustered?” “Who's being left out geographically?”
- Capture Visual Data: Take photos or digitize results for future reference.
- Summarize Key Insights: Highlight top 3 strengths and 3 barriers on a summary board or page.
- Share Back to the Community: Display results at local events, schools, or online — transparency builds trust.

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## Community Engagement Tools

### Creative Expression Projects

Engaging communities, students, or workplaces in conversations about equity, diversity, and inclusion through art, storytelling, and creativity.

These projects help people express experiences, hopes, and challenges in ways that words alone can't — making equity visible, emotional, and collective.

- Define the Purpose: Decide the theme — inclusion, belonging, accessibility, identity, or fairness.
- Engage All Ages & Abilities: Choose accessible mediums — art, music, poetry, photography, or digital storytelling.
- Partner Locally: Collaborate with schools, artists, or cultural organizations to co-create projects.
- Create Safe Creative Spaces: Emphasize expression over perfection; everyone's story matters.
- Offer Multiple Mediums: Painting, collage, writing, performance, dance, or multimedia.
- Incorporate Lived Experiences: Encourage participants to explore "What inclusion means to me."
- Make It Public: Display art in schools, libraries, workplaces, or online to spark conversation.
- Use Prompts:
  - "Belonging looks like..."
  - "A barrier I've faced..."
  - "What fairness means to me..."
- Document & Celebrate: Take photos, record stories, and share them with participants' consent.
- Ensure Accessibility: Provide adaptive tools and flexible formats for all abilities.
- Host Reflection Circles: Invite participants to share what they learned from the process.
- Link to Action: Turn insights from art into ideas for community change or inclusion plans.
- Recognize Participation: Showcase names, quotes, or artwork (with permission) — visibility matters.

# 10 COMMUNITY ENGAGEMENT

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## Community Engagement Tools

### Story Collection

Gathering personal experiences, community perspectives, or success stories that reveal real barriers and victories in equity, inclusion, and accessibility.

Stories bring data to life — they build empathy, inspire action, and help decision-makers understand the human side of equity.

- Clarify the Goal: Decide what you want stories to reveal — belonging, barriers, resilience, or community impact.
- Invite Broad Voices: Reach out across age, identity, and ability to include diverse perspectives.
- Create Safe Conditions: Let participants choose whether to share anonymously or be named.
- Provide Prompts:
  - “A time I felt included was...”
  - “A barrier I faced was...”
  - “What belonging means to me is...”
- Offer Multiple Formats: Written, audio, video, drawing, or digital submissions.
- Make It Accessible: Provide translation, captioning, or assistive tech for story-sharing.
- Be Trauma-Informed: Avoid pushing for emotional details; allow participants to set boundaries.
- Gain Consent: Clearly explain how stories will be used (reports, displays, training, etc.).
- Honor Each Story: Use direct quotes or excerpts with permission; never alter intent or meaning.
- Find Common Themes: Identify patterns in experiences to guide programs or policy change.
- Share Back: Publish or present stories (with consent) to celebrate community voices.
- Close the Loop: Tell contributors how their stories influenced decisions or improvements.
- Repeat Over Time: Keep collecting stories to track shifts in culture and inclusion.

# 11 COMMUNITY ENGAGEMENT

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## Community Engagement Tools

### Pop up Engagement Booths

Bringing equity, inclusion, and accessibility conversations to the people — reaching those who may not attend meetings or complete surveys.

Pop-ups make engagement visible, approachable, and fun while collecting real community feedback in public spaces.

- Choose the Right Setting: Set up at schools, markets, festivals, workplaces, or community centers — wherever people naturally gather.
- Keep the Look Inviting: Use friendly signage, simple visuals, and clear messaging (“Share your voice!” “Help build belonging!”).
- Make it Interactive: Use sticky notes, whiteboards, or question cards for people to share thoughts.
- Ask Simple Prompts:
  - “Inclusion means...”
  - “I feel welcome when...”
  - “Our community could be fairer if...”
- Offer Quick Surveys: Use tablets, QR codes, or paper cards for short, accessible responses.
- Be Visible and Approachable: Staff booths with diverse, friendly volunteers or ambassadors.
- Provide Giveaways: Stickers, bookmarks, or postcards with inclusive messages or QR links to resources.
- Ensure Accessibility: Have seating, large print materials, and accessible booth height and layout.
- Capture Visuals: Take photos (with consent) to share community involvement online or in reports.
- Share Information: Display brochures, posters, or cards about local supports and upcoming equity events.
- Record and Reflect: Summarize key comments and ideas after each event.
- Follow Up: Post “You said — We did” updates showing how feedback is being used.
- Go Where Voices Are Missing: Rotate booth locations to reach different neighborhoods or groups.

# 12 MICROAGGRESSIONS & EVERYDAY BIAS



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**THIS TOOLKIT IS DESIGNED WITH INFORMATION TO SUPPORT UNDERSTANDING OF EVERYDAY BIAS & MICROAGGRESSIONS.**



## What are Microaggressions

Microaggressions are small, everyday comments or actions that send a message — often unintentionally — that someone doesn't fully belong.

They can target any identity, and the impact can be harmful even when intent is not.

EXAMPLE

## Examples of Microaggressions

- Women: Being told they are “too emotional” or having their safety concerns minimized
- Indigenous people: Being asked to “prove” their identity or hearing stereotypes about communities
- Racialized people: Comments about “unusual” names, hair, food, or accents
- Disabled people: Speaking to someone's caregiver instead of speaking directly to them
- Neurodivergent people: “You don't look autistic,” or pressuring someone to make eye contact
- 2SLGBTQ+ people: Assuming everyone is straight or asking intrusive questions about their relationships
- Newcomers: Praising their English as if it's surprising



## Why Microaggressions Matter

These small moments add up. Repeated experiences can make people feel unsafe, judged, or exhausted.

They also reinforce stereotypes and create environments where people feel pressure to hide parts of who they are.

What Equity looks like in these moments:

- Being curious about your own habits and assumptions
- Apologizing simply when harm is caused
- Respecting identities without questioning them
- Creating spaces where all people — racialized, disabled, queer, Indigenous, women, men, and gender-diverse — feel valued

Equity is noticing the impact of our actions and choosing to do better moving forward.

# 13 INCLUSIVE COMMUNICATION

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**THIS TOOLKIT IS DESIGNED WITH INFORMATION TO HELP UNDERSTAND AND SUPPORT INCLUSIVE COMMUNICATION.**



## What is Inclusive Communication

Inclusive communication makes sure everyone feels understood and respected, no matter their identity, ability, culture, or background.



## Examples of Inclusive Communication

- Speak in Ways That Include, Not Exclude
- Use the name and pronouns someone shares
- Avoid gendered or body-based assumptions
- Choose words that don't stereotype or judge
- Ask before giving help to disabled individuals



## Barriers and Accessibility to Inclusive Communication

Examples of Barriers to Avoid

- Women: Being interrupted or having ideas repeated by others
- Racialized people: Comments about how "professional" or "surprisingly fluent" they are
- Indigenous people: Asking them to explain all cultural practices or represent all Nations
- Disabled people: Telling someone they are "inspirational just for existing"
- 2SLGBTQ+ people: Assuming relationships follow straight norms ("Who's the man in the relationship?")
- Neurodivergent people: Insisting on one communication style (eye contact, long verbal responses)
- Newcomers: Speaking loudly or slowly as if they cannot understand

Make Information Accessible for All

- Use plain language
- Provide captions, large print, or visual supports
- Offer different ways to communicate: writing, speaking, typing, drawing
- Provide quiet spaces for those who get overwhelmed

Listen to Understand, as listening is an act of respect. Don't interrupt, compare experiences, or doubt them when they describe discrimination.

# 14 ALLYSHIP SKILLS

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**THIS TOOLKIT IS DESIGNED WITH INFORMATION TO HELP UNDERSTAND AND SUPPORT ALLYSHIP.**



## What is Allyship

Allyship is using your voice, choices, and awareness to create fairness — especially when someone else is being minimized or excluded.



## Notice What Others Might Miss

- A woman's ideas ignored until repeated by a male co-worker
- A racialized student's name consistently mispronounced
- An Indigenous person's identity questioned
- A disabled person spoken over or talked past
- A gay or trans student avoiding sharing about their personal life
- A neurodivergent person overwhelmed by noise but not offered alternatives

Awareness helps you respond more thoughtfully.



## Ways to use Allyship

- Challenge stereotypes respectfully
- Intervene when someone is mocked for their culture, gender, disability, or sexuality
- Highlight others' ideas and give proper credit

### Share Access and Opportunity

- Nominate diverse voices for leadership roles
- Support initiatives that incorporate diverse people
- Create space for people to participate fully and comfortably
- Offer flexible options that reflect real needs, not one-size-fits-all expectations

### Check In Privately

Sometimes quiet support is the most meaningful:

- "I noticed that moment — are you okay?"
- "Would you like me to support you or step back?"

### Stay Open to Learning

Allyship requires honesty with yourself.

It's okay to not know everything — what matters is a willingness to grow and listen.

Allyship builds trust. Trust creates safety. Safety creates belonging.

# 15 EQUITY ACTION PLAN



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**THIS TOOLKIT IS DESIGNED TO HELP COMMUNITIES IDENTIFY BARRIERS AND SUPPORT REAL, MEANINGFUL CHANGE.**

## ? Who is Affected

Pick a group affected by barriers and give an example of a barrier they may face. Be specific (Use separate paper to jot these questions down).

## EXAMPLE What Are Some Barriers They May Have

Example:  
Group: Indigenous students  
Barrier: Cultural practices or protocols not acknowledged

Your Turn  
Group: \_\_\_\_\_  
Barrier: \_\_\_\_\_

## ! Equity Action Plan

What is the impact of this barrier \_\_\_\_\_  
(e.g., low participation, emotional harm, unsafe, people feeling excluded and so on).

Describe the fair and inclusive outcome (accessible space, diverse representation, etc).  
Equity looks like: \_\_\_\_\_

List steps that will create change:  
\_\_\_\_\_

List the key people, support team or groups that can help:  
\_\_\_\_\_

Timeline: \_\_\_\_\_

Success looks like: \_\_\_\_\_  
(e.g., improved participation, comfort, safety, representation, positive feedback, etc)

What worked well? What needs to improve next? \_\_\_\_\_

Reflection: \_\_\_\_\_

# 16 INEQUITY SCENARIO REFLECTIONS



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**THIS TOOLKIT IS DESIGNED TO HELP COMMUNITIES SUPPORT AND IDENTIFY INEQUITY SCENARIOS, AND REFLECT ON THE LIVED EXPERIENCES OF MANY IDENTITIES.**



## Scenarios & Reflections

A racialized student brings a cultural dish for lunch and other students make comments about the smell.

Questions:

- What assumptions are at play?
- How can the environment encourage respect for all cultures?

A woman volunteers to lead a group, but a man is chosen “because he seems more confident.”

Questions:

- How does bias shape opportunity?
- What would fairness look like?

A school asks an Indigenous student to “represent all Indigenous people” during an event.

Questions:

- Why is this harmful?
- How could Indigenous representation be approached respectfully?

A gay student decides not to bring their partner to a school event due to past jokes.

Questions:

- What environment would feel safe?
- What actions support belonging?

A disabled student cannot access a field trip location, but the trip goes ahead anyway.

Questions:

- Who was excluded?
- What planning practices need to change?

A neurodivergent student who needs movement breaks is told to “sit still like everyone else.”

Questions:

- How does this impact participation?
- What flexible supports could be provided?

A newcomer student is excluded from group work because peers assume they won't contribute.

Questions:

- What stereotype is appearing?
- How can inclusion be built intentionally?

# 17 WORDS & MEANINGS GLOSSARY



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**THIS TOOLKIT IS DESIGNED TO HELP COMMUNITIES IDENTIFY WORDS AND MEANINGS FROM THE TOOLKIT THAT MANY MAY NOT BE FAMILIAR WITH.**



## Glossary

Equity – Meeting people where they are; fairness that responds to real needs.

Equality – Treating everyone the same, even when their needs are different.

Inclusion – Creating environments where all people feel respected and able to participate.

Diversity – A mix of identities, cultures, abilities, genders, and backgrounds.

Accessibility – Removing barriers so everyone can participate independently.

Includes sensory needs, mobility needs, communication needs, and cultural accessibility.

Belonging – Feeling accepted without hiding parts of yourself.

Bias – Assumptions that affect fairness; can impact any identity group.

Microaggressions – Small behaviours that send harmful messages to racialized people, women, disabled people, Indigenous people, queer people, and many others.

Allyship – Taking action to support equity across all identities.

Identity – The many parts of who we are, including gender, culture, race, sexuality, disability, faith, language, and lived experience.

Representation – Seeing people like you in leadership, media, classrooms, and decisions.

Systemic Barriers – Rules, policies, or traditions that create unequal outcomes.

Respect – Treating people with dignity, understanding, and care.

# 18 I'M ME AMBASSADOR OF EQUITY™



Promoting equity — through Diversity,  
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**THIS TOOLKIT IS DESIGNED WITH PRACTICAL TOOLS TO SUPPORT COMMUNITY ENGAGEMENT.**



Becoming an I'm Me Ambassador of Equity means helping build a world where everyone can show up as their full self — and be valued for it. One conversation, one classroom, one workplace at a time.

## **What It Is**

The I'm Me Ambassador of Equity Program is a learning and recognition initiative that helps individuals, schools, workplaces, and community organizations become champions of fairness, belonging, and inclusion.

Through reflection, learning modules, and real-world actions, participants identify where inequities exist, learn what equity truly means, and gain tools to support meaningful, lasting change.

When completed, participants are recognized as I'm Me Ambassadors - visible advocates for fairness and inclusion in their communities.

## **Who It's Designed For**

- Individuals who want to lead with compassion and awareness.
- Schools that want staff and students to model respect, belonging, and equity in learning environments.
- Workplaces seeking to create inclusive cultures that value every employee.
- Community organizations that serve diverse populations and want to remove barriers to participation.

## **What the Program Does / Benefits**

- Builds awareness of equity in action — what fairness looks like day-to-day.
- Helps participants identify biases, barriers, and blind spots.
- Teaches inclusive communication, empathy, and allyship.
- Encourages participants to take thoughtful, visible actions in their own spaces.
- Recognizes individuals and organizations that commit to fairness and inclusion through learning and reflection.

## **How It Works**

Complete learning modules online. Once completed with a demonstrated understanding of the learning objectives (90% benchmark), you will receive a printable certificate recognizing you as an I'm Me Ambassador of Equity (Awareness Level).

## **Why It Matters**

The program matters because it builds awareness, empathy, and confidence to recognize inequities and take meaningful action, helping create environments where everyone feels included and supported.

*This program is educational in nature and does not confer professional certification, legal authority, or authorization to represent I'm Me Ambassador of Equity.*