

ADVANCING EQUITY, DIVERSITY, &
INCLUSION (R-DEI) OUTCOMES
THROUGH UNIVERSAL HUMAN RIGHTS
PRACTICE THEORY

RESEARCH, PARTNERSHIPS &
TRANSFORMATIVE CHANGE

**PRESENTATION OF OUTCOMES: A ONE-YEAR
(2023/2024) STRATEGIC PLANNING PROJECT
JULY 11, 2024**

Equity, Diversity,
and Inclusion
in Practice



PROJECT TEAM MEMBERS PRESENTING

ADVANCING EQUITY, DIVERSITY & INCLUSION (EDI) THROUGH PRACTICE THEORY

THURSDAY, JULY 11, 2024

10:00 AM - 11:00 AM (CST)

In-person: Room 307 - 3rd Floor Tier Building, Fort Garry Campus

Online via Zoom: <https://shorturl.at/r7JzM>

(Meeting ID: 623 2791 2962 Passcode: 181941)

This presentation will share and discuss outcomes from a MITACS BSI Partnership project that focused on developing a One-City Roadmap in Addressing Systemic Barriers.

EDI researchers, educators, public servants and members of equity seeking groups are encouraged to attend.

PRESENTORS:



Dr. Michael Yellow Bird
Dean & Professor,
UM Faculty of Social Work
Institutional Lead



Dr. Dionne Pohler
Associate Professor,
University of Saskatchewan
Institutional Lead



Dr. Stryker Calvez
REDI Director,
City of Saskatoon
Institutional/ Industry &
Application Lead



Dr. Christine Lwanga
Adjunct Professor,
UM Faculty of Social Work
Practice Theory Lead



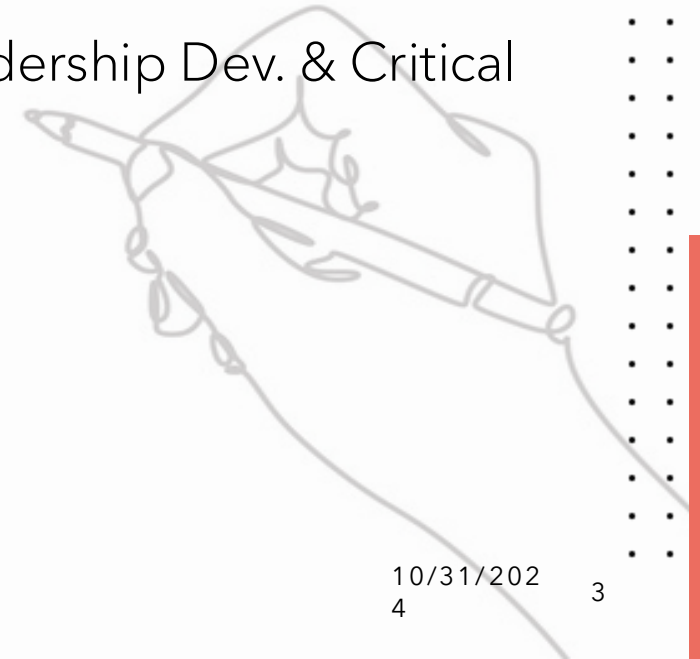
Richard Kodom
Ph.D. Candidate,
University of Manitoba
Student Interns Lead



UMANITOBA.CA/SOCIAL-WORK/MITACS-PROJECT

PRESENTATION OUTLINE

- Introduction by Project Partners: Recognized Gap(s) & Opportunities
- Key Project Outcomes: **Universal Human Rights Practice Theory** informed by Multiple Perspectives Uncovering Root-Causes of Systemic Barriers and Systemic Solutions advancing **EDI** to **R-EDI Outcomes**
- One Year Strategic Planning + Application Experience: Evidence at Industry Level
- **Strategies Employed:** KMb. Workshops as part of Professional Leadership Dev. & Critical Survey and Evaluation of Best Practices – Canada and Beyond
- Questions and Dialogue
- Wrap-up:
 - Who has been involved
 - References



PROJECT PARTNERS & RATIONALE



**University
of Manitoba**



**UNIVERSITY OF
SASKATCHEWAN**



City of
Saskatoon

 **mitacs**

PROJECT INTRODUCTION THROUGH

PROBLEM STATEMENT

- ❖ SYSTEMIC BARRIERS ARE HISTORICAL, PERSISTING AND DEEPENING.
- ❖ Systemic barriers (racism, sexism, intolerance of religious differences ...all forms unequal opportunity) undermine human, social and economic development of direct "victims"- individual, families, and communities while providing systemic unearned privilege for "others".
- ❖ Persisting inequality costs everyone: contributing to increasing mental health problems, promote dysfunctional relationships, absence of sustainable social cohesion, etc.)
- ❖ Government and institutional search for EFFECTIVE, EFFICIENT, AND SHARED APPROACH TO SYSTEMIC BARRIERS - City of Saskatoon's Search on a One City Road Map to Reconciliation, Equity, Diversity, and Inclusion (REDI)

OPPORTUNITY & PROJECT OBJECTIVES

- The 1948 Universal Declaration of Human Rights and its essence as THE TURNING POINT IN THE HISTORY OF HUMANITY (75 years +since its establishment)
- Human-rights based scientific research findings and scientific facts expose solutions.
- Literature Reviews + scholarly work in search of solutions -expose best practices, strategies that have worked, and possibilities of sustainable solutions.
- Promoting health, human, social and economic development FOR ALL+ Protecting future generations THROUGH SCIENCE and POLICY.
- LEADERSHIP TEACHING /LEARNING - advancing EDI through the FUNDAMENTAL OF HUMAN RIGHTS PRACTICE

PRELIMINARY OUTCOMES & IMPACT

- ❖ Clarified **Universal Human Rights Practice Theory** - advanced **EDI** to **R-EDI Outcomes**.
- ❖ City of Saskatoon - Industry's Lived Experience through a One-year Strategic Planning Project (**Evidence of Outcomes**)
- ❖ Student Interns' and Participants' Lived Experience & Evidence of Impact

ENRICHED & CLARIFIED UNIVERSAL HUMAN RIGHTS
PRACTICE THEORY ADVANCING R-EDI OUTCOMES -
CONSISTS OF 4 CORE COMPONENTS

✓ FOUNDATIONAL DRIVERS: Universal Human Rights Principles, Values, and Objectives

✓ CONTEXTUAL FRAMEWORK: a) Understanding History, Content and Nature of persisting systemic barriers; b) Awareness of the Negative Impact /Cost of systemic barriers; c) Organizational Culture and Commitment to positive change.

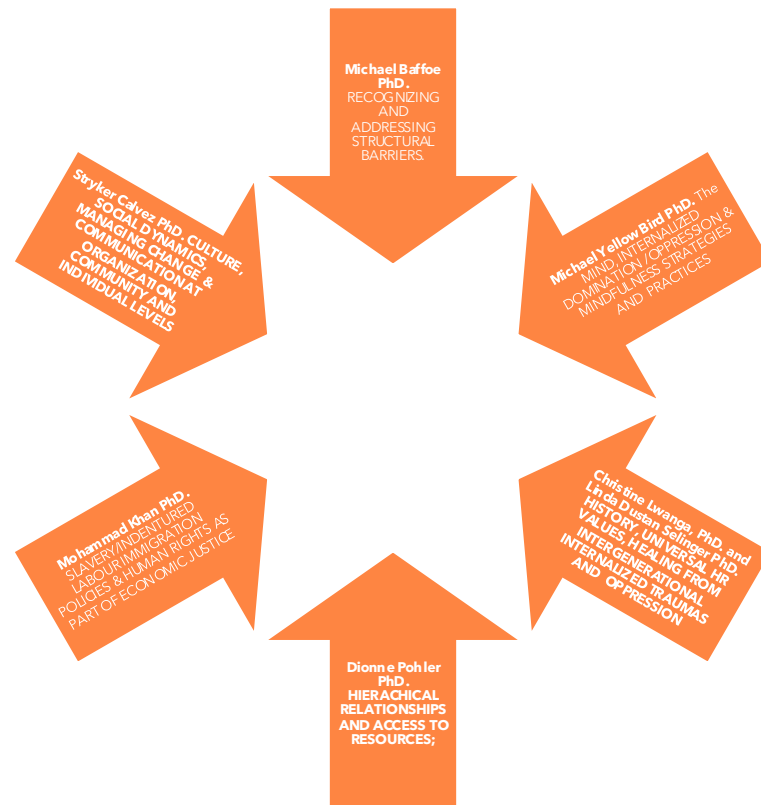
✓ DIVERSE PERSPECTIVES (6) of ROOT CAUSES OF SYSTEMIC BARRIERS informing

✓ SYSTEMIC SOLUTIONS established through Multiple levels and forms of interventions that align with Universal Human Rights and human nature, and on-going measurement of outcomes, supporting healing, and sustainable human, social, and economic development.

ENRICHED & CLARIFIED HUMAN RIGHTS PRACTICE THEORY (INFORMED BY DIVERSE PERSPECTIVES/DISCIPLINES ON ROOT CAUSES & EXPOSED SYSTEMIC SOLUTIONS)

SUPPORTING ENHANCED R-EDI OUTCOMES

**6 Perspectives on Root Causes of systemic barriers
Expose Multidisciplinary Practice Theories**



Systemic Solutions to Systemic Barriers

- -New Knowledge - identifiable and accessible through Concept clusters
- Practice modules and
- Multi-disciplinary Practice theories,
 - Strategies,
 - Multiple Interventions
 - Tools &
 - Skills
- On-going Measurement of impact

Systemic Solutions Established - through 4 Key Pillars

- PROFESSIONAL LEADERSHIP TRAINING /LEARNING (KMb.) Opportunities supporting transformative change
- Engage in CRITICAL ANTI-OPPRESSIVE PRACTICE (Critical social theory) supporting New Language and New Culture- Example-
- Remain OPEN-MINDEDNESS (dialectical thinking) CONSISTENTLY SEEKING SOLUTION (vs binary thinking i.e., "we" and "they" thinking)
- DEFINITION OF KEY CHANGE CONCEPT CLUSTERS, and concepts supporting shared understanding

Practice and Application Established through the 5 W Questions

- **Who** - leaders in character & in public service
- **What** -systematic approach to systemic barriers towards systemic solutions
- **Why** -contributing to healing, and sustainable human, social, and economic development
- **Where** -identified entry departments/sectors
- **When** -in relation to the importance of timing- when introducing change
- **How?** - Multiple interventions, systemic solutions, on-going measurement of outcomes

CITY OF SASKATOON

PROJECT GOALS AND OBJECTIVE

The City of Saskatoon is committed to developing a **ONE-CITY ROADMAP** that will support the identification and dismantling of systemic barriers that exist across the City. Using the multidisciplinary practice theory developed through a partnership with MITACS, University of Manitoba in collaboration with University of Saskatchewan, Saskatoon is preparing to build a more inclusive and equitable institution where everyone has a sense of belonging.

- a) History of Commitment
- b) Council Priority
- c) Dedicated Department
- d) Senior Leader and Subject Matter Expert Stewardship Committee
- e) City-wide Engagement

EVIDENCE & APPLICATION SO FAR

- Extensive Training & Collaboration with City Senior Leaders and SMEs
- No Other Cities Are Tackling Systemic Barriers
 - No systemic approaches were identified
 - Mandates are driven by political priorities, community demand, and convenient opportunity
 - Dedicated FTEs and resources are inconsistent from city-to-city
 - Pockets of excellence in different municipalities
- Established a Roadmap That Will Guide the City Forward
 - Focused attention on recruitment, retention, public engagement and governance
 - Preparing to activate tiger teams to employ multidisciplinary practice theory

KEY STRATEGIES EMPLOYED

a) Knowledge Mobilization

Workshops with City
Executive and Senior
Leaders

b) Survey and critical analysis of EDI best practices in Canada and beyond



Overall Positive Impact & Prospective Applications

Evidence from City Participants & Student Interns:

- ❖ **18 City participants were recruited for the 14 weeks long KMb. Workshops; 15 completed the program.**
- ❖ City officials were satisfied with the components of the workshop- (**Quotes from participants**)
- ❖ Participants synthesized academic insights within the context of the City's historical and social milieu
- ❖ Willingness to apply some of the tools/strategies/skills introduced during the workshops
- ❖ Exposure and participation in applied research, systems-based knowledge, and educational development for Graduate Student Interns

- **Practice theory is a form of new knowledge and relates to people in relationships** can be applied at various program designs to fit individual/ institutional / City-wide needs

- ❖ **City of Saskatoon has crafted a Strategic roadmap to addressing systemic barriers**, identified entry points/ City Divisions, Strategies etc. – and real needs like – Job satisfaction and Retention of employees/residents; Housing and Mental health issue etc.
- ❖ **Institutional specific program** –institutions engaged in public service – like a University, Faculty Courses, school boards, businesses, NGOs, can develop their own design and package based on prioritized real needs and goals / Agency Practice Theory
- ❖ At individual level: short/ **Executive Education + Professional Leadership Development programs**, (3 -hour credit packages) – e. g. through the CASW as part of Professional development, and Executive Leadership Development
- ❖ Discussions with Faculty of Extended Education – identified the possibility of a **Semester long Certificate Course** as part of life-long skills enhancement
- ❖ Enthusiasm from other municipalities to learn about what can be offered to meet their unique needs/ situations.

THANK YOU FOR
LISTENING

QUESTIONS

&

DIALOGUE

WRAP-UP

WHO HAS BEEN INVOLVED

1. The Four Institutions in Partnership and Collaboration
2. Practice Theory Team Members (6 post-doctoral researchers - include Prof. Michael Baffoe and Dr. Mohammad Khan unable to attend).
3. Graduate University Student Interns (2 from University of Saskatchewan + 3 U of Manitoba)
4. Industry (City of Saskatoon) Presenters and Participants
5. Guest Speakers- (Indigenous leaders, Public institutions like SHRC and Community organizations – MCoS)
6. Officials in various Canadian Cities
7. Insights gained at 2022-4 Human Rights Go Local Annual Conferences, U of Graz, Austria.

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