Preparation:

Take 30 minutes before the team meeting to:

- Read through this guide

- Print a copy of the FAQ's

- Print a copy of the process steps for editing Diversity data in myHR

- Queue the Intersectionality101 short video:

Context:

Have you heard about the iCount campaign? Perhaps some of you have already participated in a previous campaign and "counted yourself in". The categories we're collecting data in include: 1. If you are an Indigenous Person; 2. Person with a Disability; 3. Member of a Visible Minority; 4. an LGBTQ+/2S person. iCount is a campaign that asks our employees to self-identify their diversity data in myHR. You can participate by selecting 'Yes', 'No' or 'Decline to Answer' – it's your choice and any of these answers are OK. This information is 100% confidential and private.

Why Does This Matter?

Vancity values diversity of thought, culture, and people. This is so important because if we want to be able to respond to the needs of our communities, we want to have an employee base that reflects those diverse communities.

- If we reflect, understand and respond to our diverse communities, we will be able to do a better job delivering on our differentiated member experience.

- Having a view of our diversity across the organization helps us understand what may be required in terms of resources and programs to better enable diversity and inclusion at Vancity.

- If you have already participated in the previous campaign, then you do not need to do it again unless there is a change in how you would choose to self-identify in a category.

- **Who**: We are asking everyone in the organization to participate.

- **Where**: Insite > Employee Essentials > myHR > Myself > Diversity

- **How**: By selecting 'Yes', 'No', or 'Decline to Answer' in each category.

- **Confidential**: It's 100% confidential and your manager can't see this private information in MyHR; this information is not linked to your Insite profile. Only the totals across the organization in each category are tallied.

Team Activity

Watch the Intersectionality 101 short video with your team and discuss the following:

Member-facing: How often does intersectionality show up in the members you serve?

General: What considerations can you make in your work/decisions relating to intersectionality?

Discussion Points

What does self-identifying mean?
How you would describe yourself as belonging to different groups. There is no wrong answer to how these categories fit you.

Indigenous People: Indigenous peoples refers to the original peoples of Canada, being of First Nations, Inuit or Métis descent, each of which has unique histories, languages, cultural practices and spiritual beliefs.

Under the category of LGBTQ+/2S: This is an acronym used to refer to Lesbian, Gay, Bisexual, Transgender, Gender Non-Binary, Queer+, as well as Two-Spirited peoples.

Members of visible minorities are defined by the Federal Employment Equity Act as "individuals, other than Indigenous peoples, who are non-Caucasian in race or non-white in colour. Members of visible minority groups include persons who were born in Canada or other countries."

"visible minority refers to individuals who are not white in colour. It is not intended to be a literal reflection of whatever race or colour is not the majority (i.e. if you are the only Caucasian in the office, you are not a visible minority). This is in accordance with the intention of federal employment equity legislation. Persons who are a "visible minority" usually belong to a community that has been historically marginalized or is currently marginalized due to systemic or 'de facto' racism".

What would fall under the category of a disability?

Disability can be visible or invisible; some may include: physical disabilities, learning impairments, sensory disabilities, medical conditions and mental disorders.

Here are some examples:

Mental Health disorder – major depressive disorder, anxiety disorders, schizophrenia, bipolar disorder, post-traumatic stress disorder, addiction to substances

Physical Disability – Paraplegia, multiple sclerosis, cancer, epilepsy, diabetes

Sensory Disability – Hearing loss, vision loss

Neurodevelopmental – Autism Spectrum Disorder, ADHD, intellectual disability

Learning disorder – Dyslexia.

We invite you to take 2 minutes, log-into MyHR and participate in iCOUNT (remember "yes", "no" or "decline to answer" are all OK)

myHR Process (Walk them through & hand out this process before they go to their computers)

Go to myHR > Hover over 'Myself' > Select Diversity > Click Edit button > Select 'Yes', 'No' or 'Decline to Answer' for each of the groups > Click the save icon

Note: There are question marks (?) beside each category, these link to definitions for each of the groups.

If you have any questions, you can call the People Support Centre at 604-829-5500 (x 5500)