

EQUITY IS FOR EVERYONE

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We are on the land of the Snuneymuxw

Pronounced “Snoo-NAI-muk”

Whose land is it where you live and work?

Check out <https://native-land.ca>



Community Agreement

What do we need so that we can all feel welcome, safe, respected, and included?





We all Need Equity!



Let's talk about it:

- What are equity, diversity, & inclusion?
- Why do they matter?
- How can we foster them in our industry?

What is EQUITY?

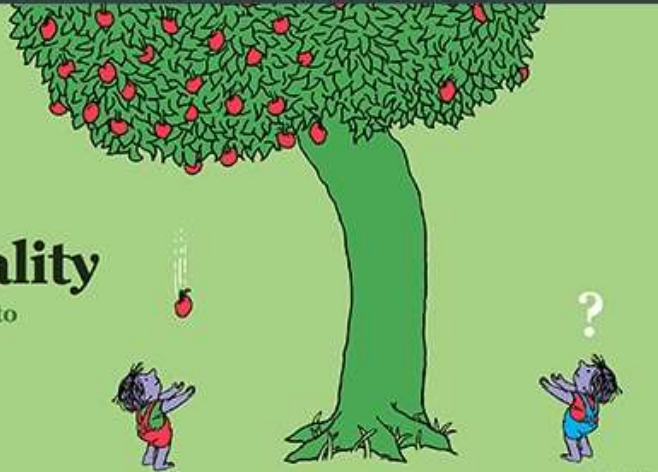
The term “equity” refers to fairness and justice and is distinguished from equality:

Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.



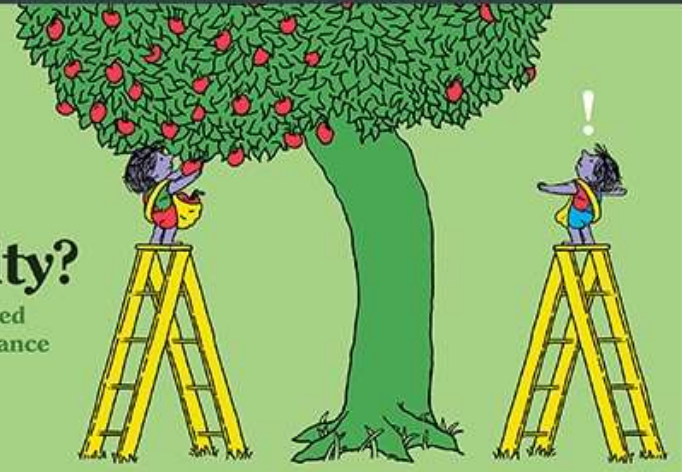
Inequality

Unequal access to opportunities



Equality?

Evenly distributed tools and assistance



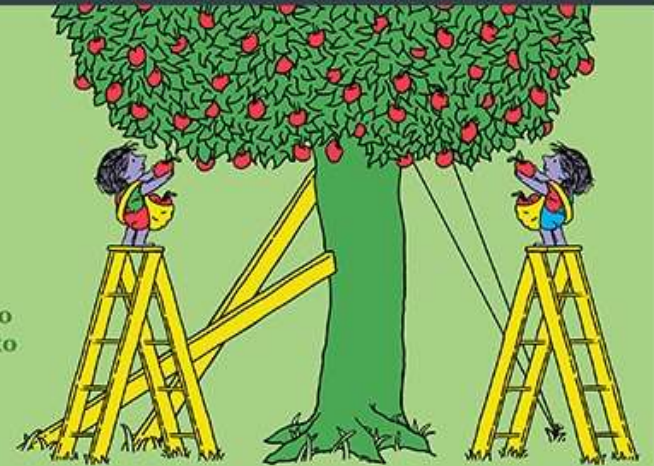
Equity

Custom tools that identify and address inequality



Justice

Fixing the system to offer equal access to both tools and opportunities



What is DIVERSITY?

The term “diversity” refers to the practice or quality of including or involving people from a range of different identities.

Everyone has multiple identities.

Some identities are things people can see easily, while other identities are internalized and are not always easy to see.

Identities are both Cultural & Personal

Cultural identity is everything that makes up the lifestyles of a society. It is usually transmitted from one generation to another through socialization.

Personal identity is how we define ourselves as an individual.

Identities promote a sense of belonging and they can be both visible and invisible.

What are some identities that you can think of?



EXERCISE: My Identities

- ▶ **Think of several identities that describe you.**
- ▶ **Turn to the person next to you and introduce yourself, then...**
 - **Share with them about a time when you felt especially proud to be someone with one of your identities**
 - **Share with them a stereotype you've heard about one of your identities, but that fails to describe you**

What is INCLUSION?

The term “inclusion” refers to the culture in which a diverse group of people can come to work, feel comfortable and confident to be themselves, and work in a way that suits them and meets the needs of the workplace.

Inclusion ensures that everyone feels valued,

And that adds value to the workplace.

Arborists KNOW the value of EQUITY

- ▶ How do we encourage resilience in ecosystems & urban forests?
 - We plan for diversity because it provides protection from ecosystem threats
- ▶ How do we get the best results from pruning trees?
 - We specify a pruning dose based on a tree's species, age, growing conditions and other factors: We don't treat every tree the exact same

EXERCISE: Respect Is...

- ▶ **Find someone you don't know and introduce yourselves to one another.**
- ▶ **Ask one another...**
 - **What does it mean to you to feel respected?**
 - **How do you show respect to others?**
 - **What are some examples of how respect looks, sounds, and feels?**

By actively making our industry workforce more diverse, we are planning for the challenges of the future

Diversity in our industry comes not only from recruitment, but from treating our co-workers with dignity & respect so that they feel that they belong.

Think of your co-workers and your arborist peers as parts of a growing ecosystem, and offer them what they need to thrive in our industry.

Questions...?

And THANK YOU!

