

Organizational Equity Transformation

The standard approach for Equity Inclusion is rapidly evolving. It is no longer simply a matter of creating a workforce with diverse faces and skin tones. The real value is using that workforce to create innovative products, services, and business practices that can set an organization apart and provide a real competitive edge.

As a business leader, you must understand that a diverse and inclusive workforce is necessary to drive innovation, foster creativity, and guide business strategies. Diverse voices lead to new ideas, new services, and new products, and encourage out-of-the-box thinking. Companies should no longer view DEI efforts as separate from other business practices, but rather as an essential component of all business practices.

At KEDZ Consulting we employ a four-phase approach to Organisational Equity Transformation and it is similar to an enterprise-level software suite; these phases work most effectively when deployed across the organization, with each phase directly impacting each department's staff and mandates. However, this endeavor can also provide value as an individual module in certain situations.

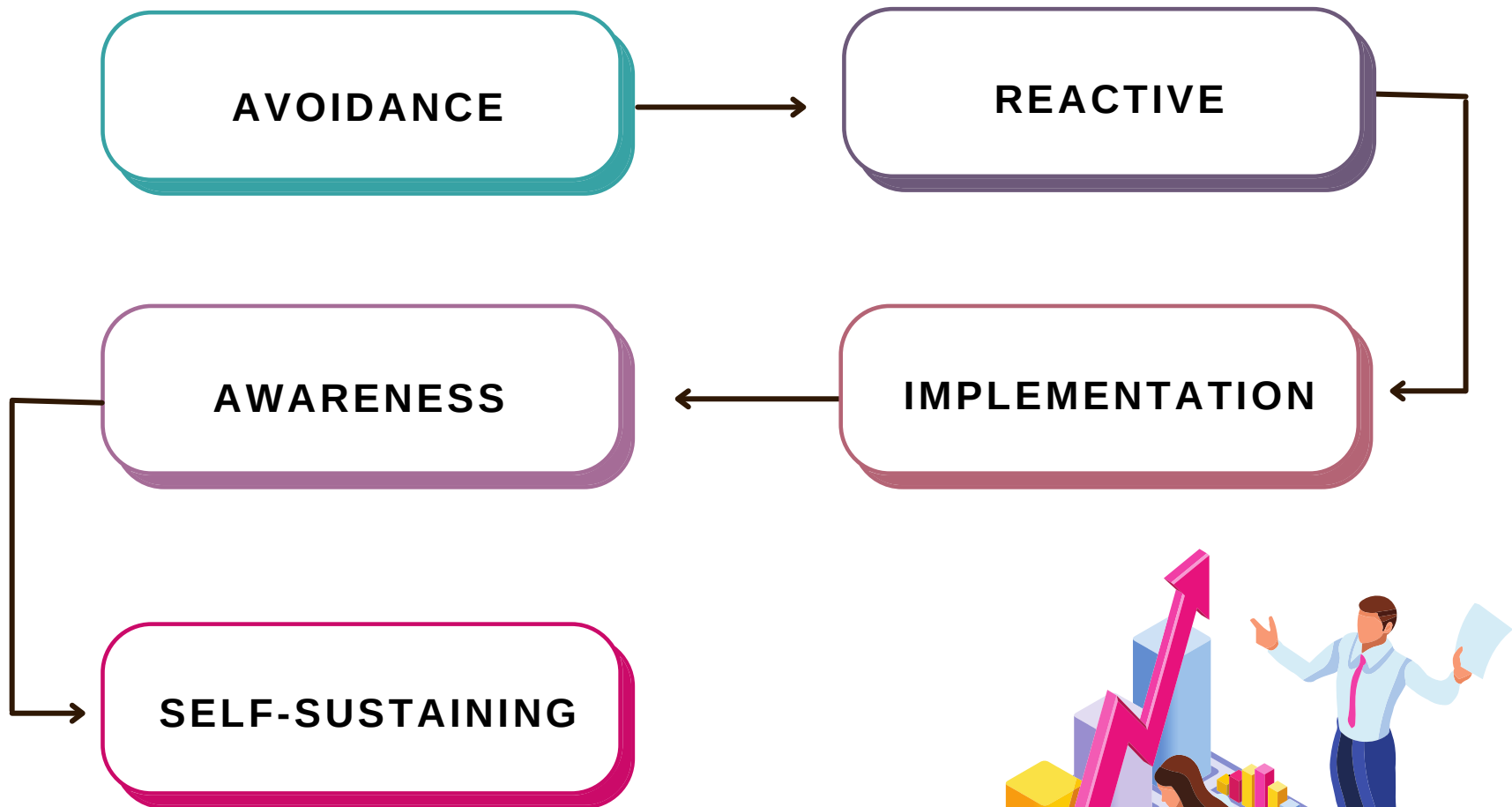
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Systems of oppression operate within our society and therefore operate within our institutions. These institutions that are central components of our lives are not immune to the systems of oppression in our society unless it is actively countered through intentional work. Without this effort, these institutions perpetuate systematic racism, discrimination, hatred, antisemitism, islamophobia, homophobia, and gender discrimination. These systems operate silently in the background of our criminal system, education system, corporate Canada, and so many other institutions that impact not only our daily lives but our life chances.

Despite this, it is possible to have an organizational transformation that will embrace diversity and ensure that everyone receives equitable treatment, and therefore equitable chances in life.

You may be asking yourself if it is truly possible to create an environment that fosters diversity of thought? One where everyone's diverse voices and unique perspectives are welcomed. The answer is yes. Everyone deserves to feel safe in their workplaces, their public institutions, and places they conduct business. Within that space, regardless of their identities should feel that those around them can stand up for issues that face equity-seeking groups in our society. No one should feel like showing up as their true selves could cause them trauma,

In the next few pages, we examine the stages that companies must navigate in order to begin a successful DEI journey, and reap the benefits this work will provide for your organization.

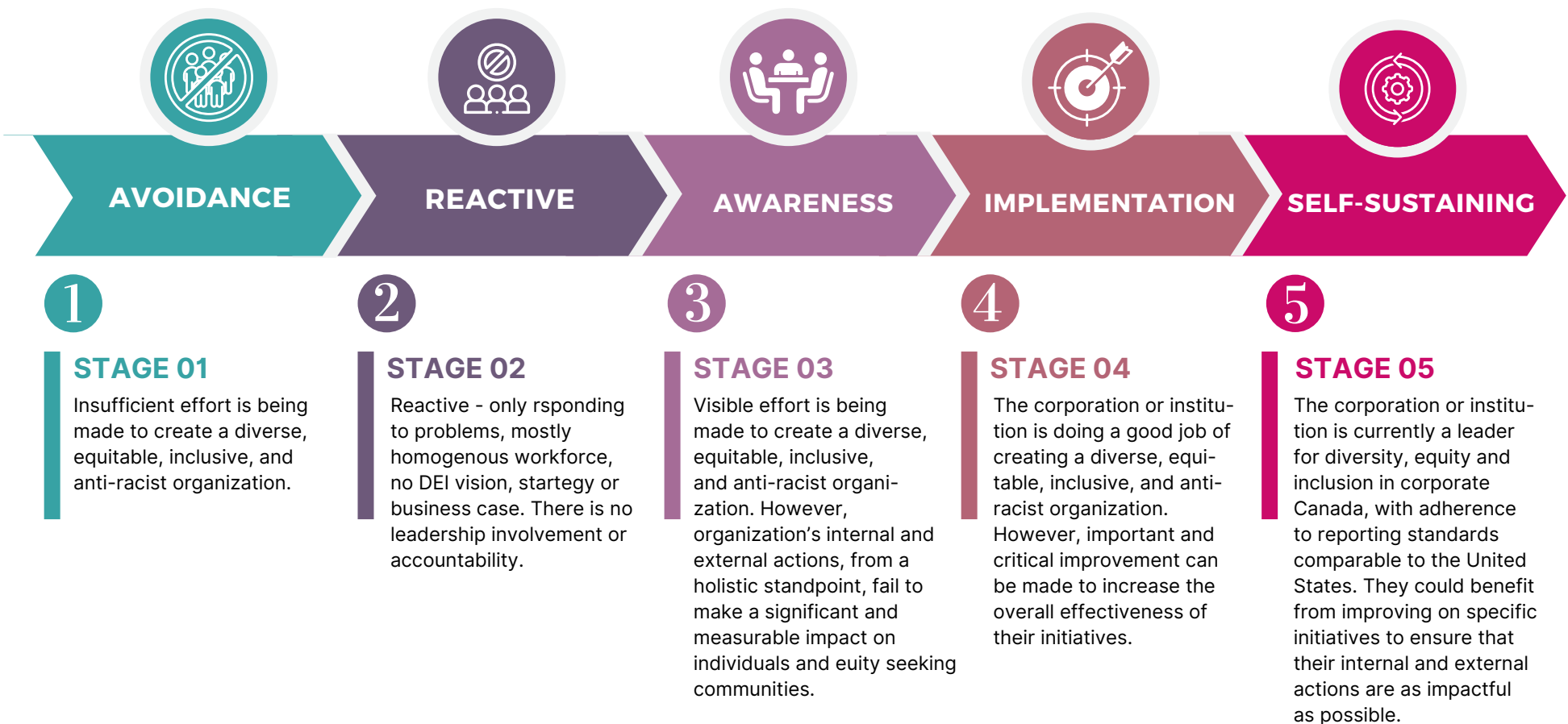


ORGANIZATIONAL TRANSFORMATION STAGES

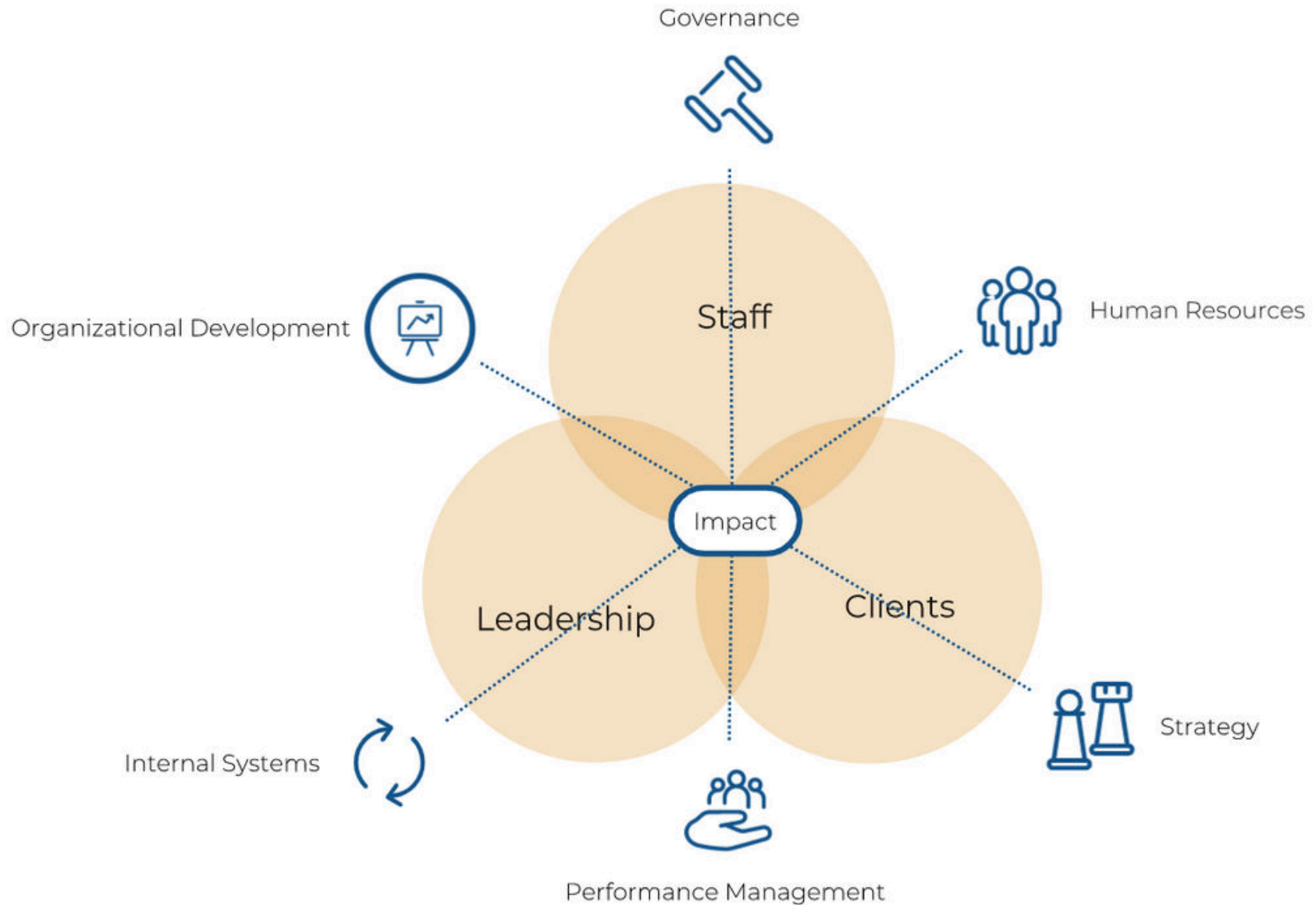


Equity, Diversity, Inclusion & Anti-Racism Scorecard

EFFECTIVE CONSULTING FOR AN EQUITABLE SOCIETY



EQUITY TRANSFORMATION FRAMEWORK



WHO WE ARE



BUILDING A CULTURE OF EQUITY.

KEDZ Consulting provides anti-racism, diversity, equity and inclusion training and consultation that inspires transformative change in individuals and across organizations. We use the frameworks of anti-Black racism and anti-oppression to create customized training and workshops that meet organizations and participants where they are, taking into consideration different awareness, knowledge and capacity levels.

OUR MISSION

To transform organizations to become industry leaders by aligning their equity and inclusion strategy for accelerated business performance.

OUR VISION

To create a world in which all people have equitable opportunities to achieve their highest potential.