

OPS diversity

North Bay Diversity Awareness Forum

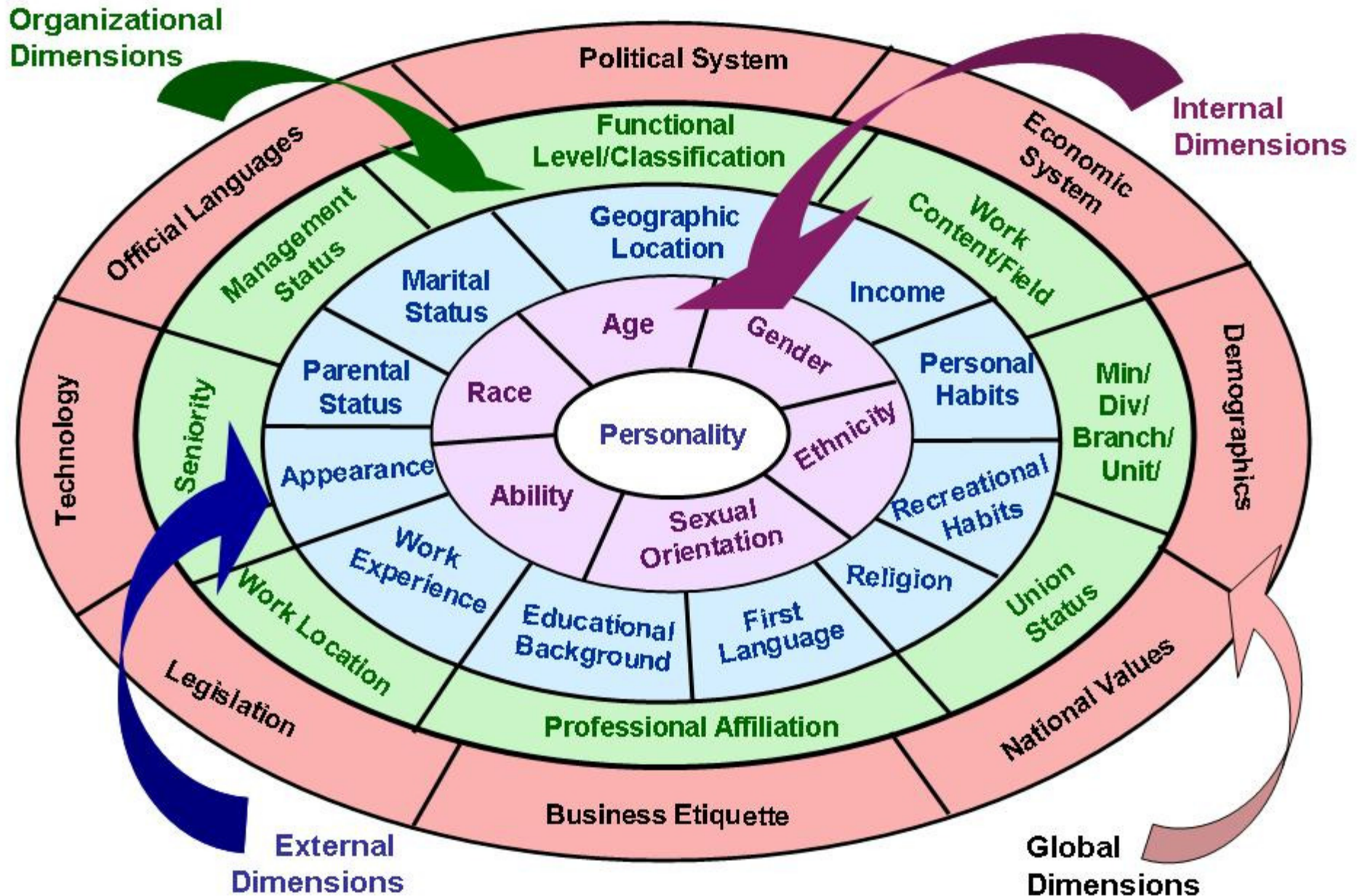
Noëlle Richardson, Chief Diversity Officer

May 26, 2010

The Diversity Journey

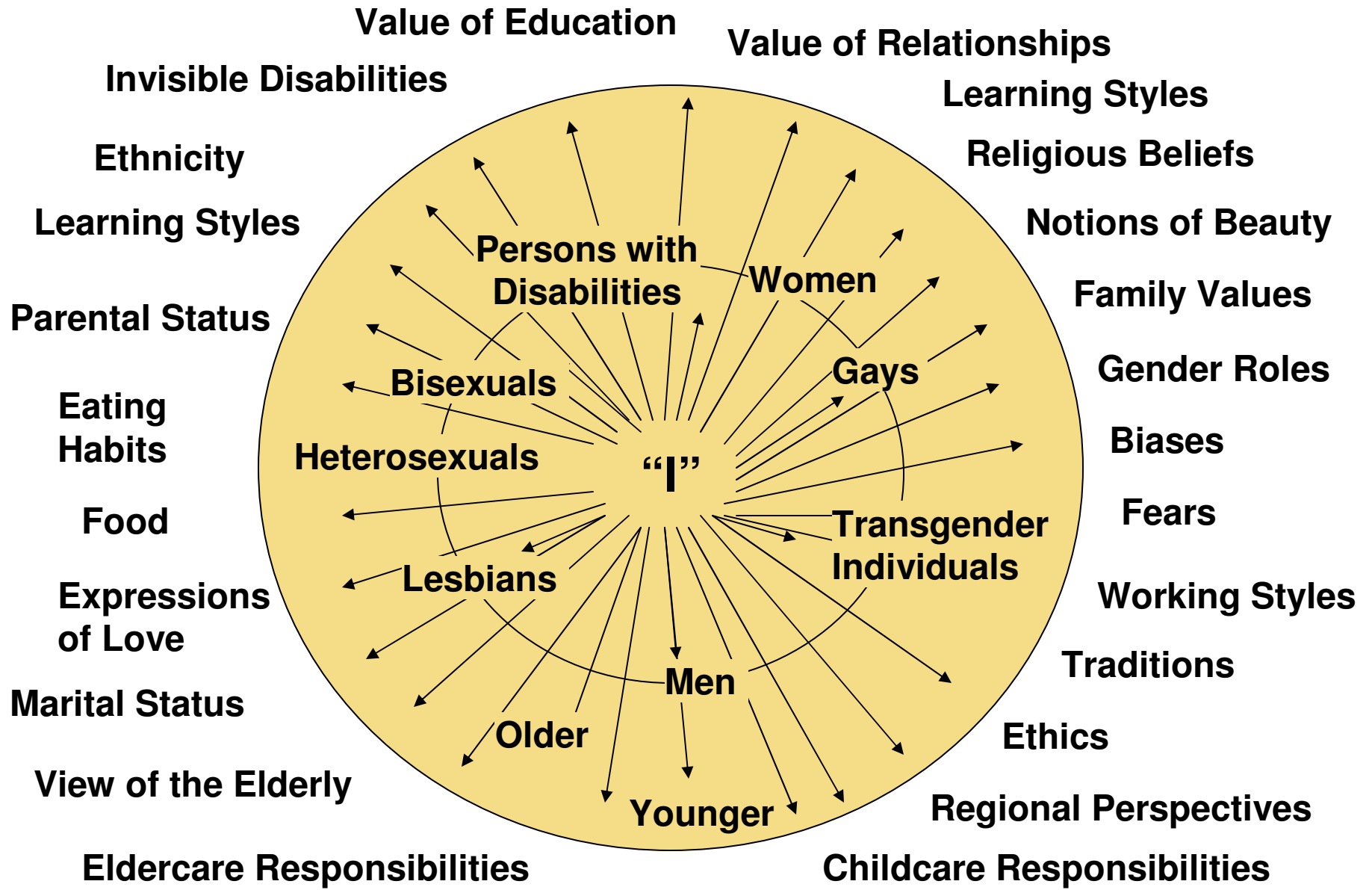
“Diversity is all the ways in
which we all differ”

Layers of Diversity



INCLUSION
begins with
“I”

Who Am I In The Face Of Diversity?



The OPS Three-Year Diversity Strategic Plan

Vision

A diverse and inclusive organization that delivers excellent public service and supports all employees to achieve their full potential

Goals

Embed diversity in all OPS policies and programs
Build a healthy workplace free from harassment and discrimination
Reflect the public we serve at all levels of the organization
Respond to the needs of a diverse population

Strategies

Informed,
Committed and
Competent
Leadership

Behavioural and
Cultural
Transformation

Mainstreaming
and Integration

Measurement,
Evaluation and
Reporting

OUTREACH & EDUCATION

Business Case for Diversity and Inclusion

- Better able to recruit the best talent from a diverse population
- Fosters new ideas for improving services and service delivery
- Responds to the needs of diverse communities
- Leadership imperative to provide a fair opportunity for everyone to realize his or her potential and to be respectful of others
- Research shows higher employee engagement in inclusive organizations and increased productivity and creativity in diverse teams
- Top talent will choose employers that are inclusive in their policies, programs and practices.

Paradigm Shifts

from Equality to Equity

(sameness)

(fairness)

from Sensitivity to Sensibility

(political correctness)

(comfort with difference)

from Stereotype to Knowledge

Paradigm Shifts

from Intent to Impact

(good intentions) (effective outcomes)

from Management to Leadership

(positional)

(non-positional)

from the Golden Rule to the Platinum Rule

**“Be the change
you want to see
in the world.”**

Mahatma Gandhi

