



CFUW
Diversity & Inclusion
Policy and Toolkit

CFUW

About CFUW

The Canadian Federation of University Women (CFUW) envisions a world where women and girls are educated and empowered to make transformative change in the world. CFUW's mission is to promote and enable women's fellowship, continuous learning and empowerment to achieve educational and economic equality and social justice.

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Realizing potential. For all women.
Le pouvoir par le savoir.

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Introduction

Diversity refers to inclusion of people from many groups. It is one of CFUW's core values. To succeed in carrying out CFUW's mission of empowering women and girls, we must have diverse voices contributing different perspectives. Having members with different backgrounds and viewpoints gives CFUW a broader understanding of society, its problems and possible solutions.

CFUW depends on our ability to attract and retain new members. To continue to grow and thrive, we must be responsive to changes in our demographics and work to include individuals with diverse backgrounds and perspectives. Research has shown that organizations that want to be innovative and thrive, do better with diverse memberships. People from a variety of diverse backgrounds give organizations strength and adaptability.

Not only can building a diverse and inclusive membership lead to a stronger organization, it can also make our advocacy stronger. Diverse groups of women experience inequality and discrimination differently based on their race, age, class, (dis)abilities, language, sexuality, ethnicity, among other identity factors. "Intersectionality", or the interconnected nature of social categorization (gender, race, class, etc.) provides a framework to analyze how different women may face multiple and intersecting inequalities in their daily lives. Taking an intersectional and diversity-centred approach to advocacy supports our work toward equality and social justice for ALL.

Using this toolkit:

If you're interested in learning more about the benefits of diversifying your CFUW club's membership, conducting a diversity audit, or developing your knowledge of feminist intersectionality, diversity, and inclusion, read on! This toolkit contains:

- Key terms & concepts
- CFUW's Diversity Policy
- Infographic on feminist intersectionality
- Diversity audit worksheet
- & more!

Key Terms & Concepts

Given that the CFUW National Office is located in Ontario, the Ontario Human Rights Code is used as reference for definitions:

Intersectionality was coined in 1989 by professor Kimberlé Crenshaw to describe how race, class, gender, and other identity characteristics "intersect" and overlap with one another impacting experiences of inequality and discrimination.

Sex is the anatomical classification of people of male, female or intersex, usually assigned at birth

Gender identity is each person's internal and individual experience of gender. It is a person's sense of being a woman, man, both, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex

Race is a socially constructed way of categorizing and creating difference among people. Despite the fact that there are no biological 'races,' the social construction of race is a powerful force with real consequences for individuals

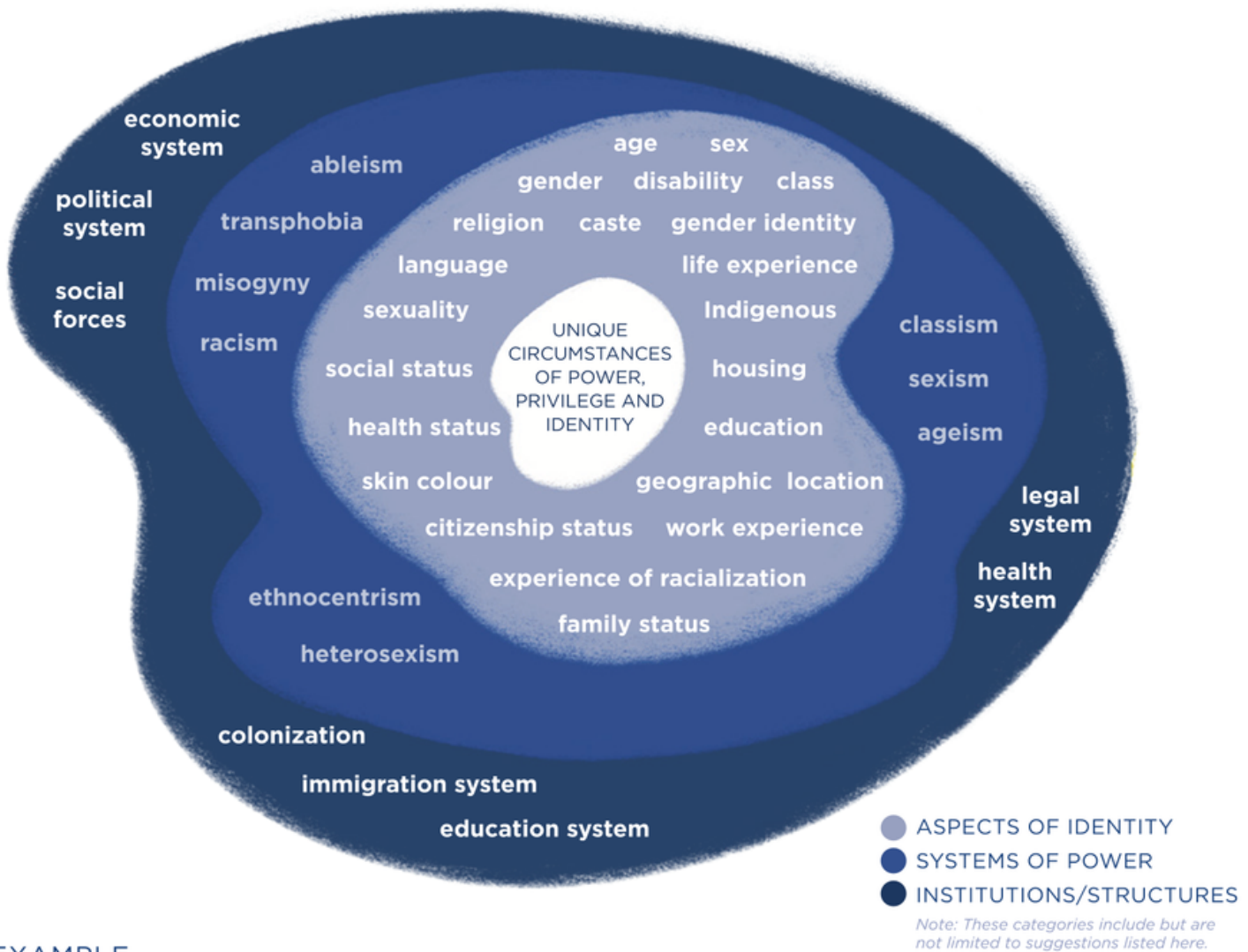
Racism or **racial discrimination** can occur through stereotyping; overt, subtle, or subconscious prejudice and can occur at individual, institutional, or systemic levels

Gender expression is how a person publicly expresses or presents their gender - behaviour, outward appearance, body language, etc.

Trans or **transgender** is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms

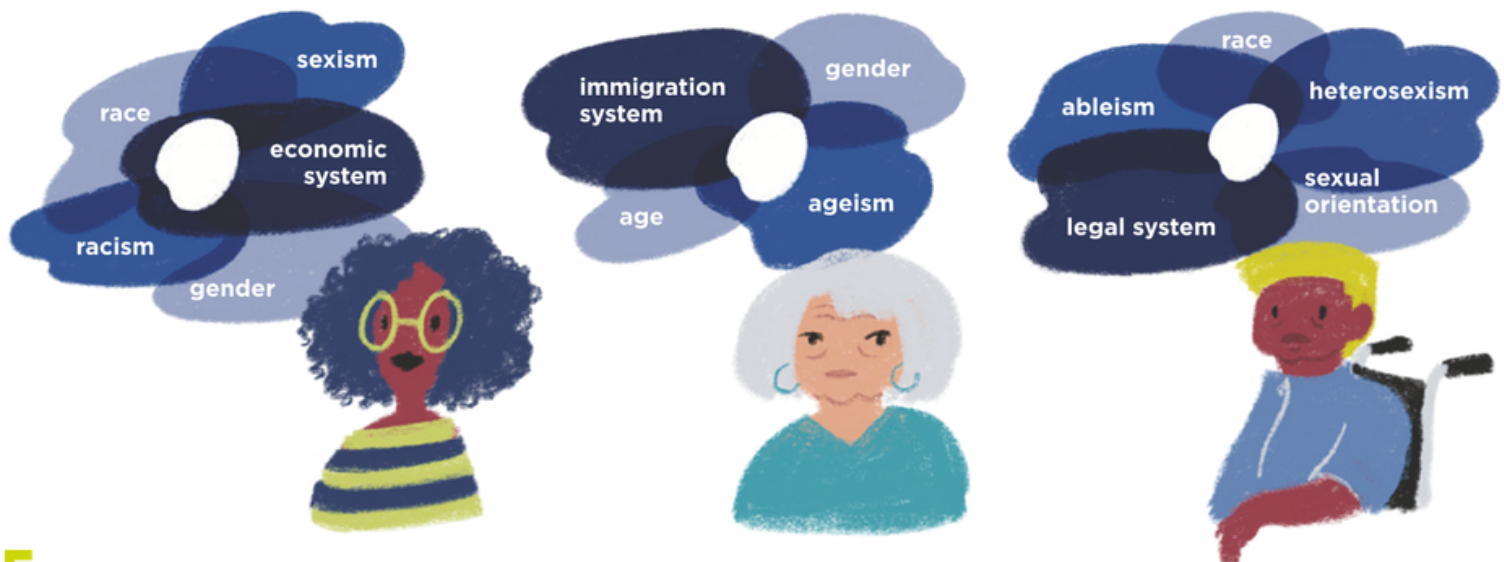
FEMINIST INTERSECTIONALITY

Feminist Intersectionality: A framework to analyze how different girls and women experience multiple forms of oppression or inequality. These multiple forms of oppression are simultaneous and cannot be separated from their experiences of sex- and/or gender-based discrimination.



FOR EXAMPLE

Multiple forms of oppression intersect, creating unique and varied experiences of discrimination.



CFUW Diversity Policy

1. CFUW values and seeks diversity in its membership and leadership positions.
2. CFUW works towards creating a culture of inclusion, where differences are respected, supported and valued
3. There shall be no barriers to full participation in CFUW on the basis of race, creed, age, sexual orientation, national origin, disability or socioeconomic status.
4. CFUW clubs will actively encourage members of underrepresented groups to apply for leadership positions at all levels of the Federation.
5. Barriers that discourage underrepresented groups from seeking leadership positions will be identified and addressed.
6. Visuals used by clubs will depict a diverse membership when possible.
7. Publications and programming will seek to increase member awareness of intersectional issues of concern to women, that is, how overlapping identities (one's race, creed, age, sexual orientation, etc.) can impact experiences of oppression and discrimination.
8. Speakers and panel participants will include members of underrepresented groups when possible.

Diversifying Your Club (with thanks to the Rotary Club)

If your Club includes different ethnicities, ages, sexual orientation/gender identity and cultures, it will have greater capacity to serve your community and society. Equally important is creating a culture of inclusion, where these differences are respected, supported and valued.

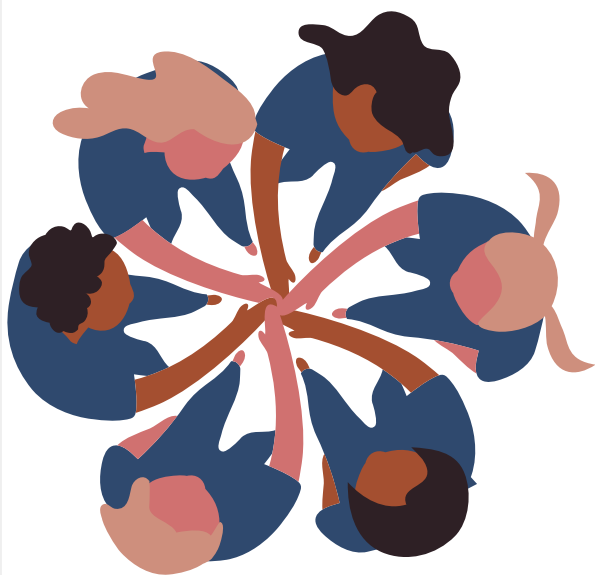
Diversity Assessment

To start work on improving the diversity of your Club, you could conduct a Member Diversity Assessment, included below. Alternatively, your Club may wish to gather information in the form of a survey. Each of these have the following goals which are to:

- Raise your members' awareness of the diversity of your community
- Build member support for increasing diversity
- Diversify your Club to better represent people in your community

Getting Organized

Dedicate time in a series of club meetings to conducting each step of your member diversity assessment. Choose a facilitator (the membership committee chair, a committee member, or the club president) who is comfortable talking about diversity and passionate about the need for greater diversity in your club. Or, consider inviting a diversity and inclusion leader to talk to your club. This activity should involve all club members so that they all have a stake in the process. Greater inclusion will increase awareness and support for future action.



Getting Started: Diversity Assessment

1

Discuss the benefits of having a diverse membership

Discuss the benefits of diversity with your club. Recognize and celebrate past successes, if appropriate. For example, highlight a project or other Club accomplishment that has been achieved through having members with diverse professional skills. Discuss your club's representation of age, ethnicity, sexual orientation and culture, and set goals.

Collect information

2

Recap the diversity discussion from Step 1 and reiterate the positive effects of having a more diverse membership.

Distribute the Member Diversity Worksheet (Appendix A) . Split club members into four groups and instruct each group that they are to gather information from one of the following sources on their own time between this meeting and the next, completing what they can of the worksheet:

- **Group 1:** Get data on the demographics of the community from a local business association, such as the chamber of commerce.
- **Group 2:** Gather information about the community's cultural and demographic composition from the local tourism bureau.
- **Group 3:** Get socioeconomic statistics from city government departments or Statistics Canada
- **Group 4:** Get the most recent census results, which may include information on the age, gender, and ethnic makeup of the area's residents & review them.



Diversity Assessment cont.

Discuss the findings within the groups

3

At the next meeting, ask groups to discuss their assignments, share what they completed on their worksheets, and compile their findings. Then have each group choose a spokesperson who will present its findings to the club at a future meeting.

4

Report the results and discuss their implications

Have each group spend about five minutes presenting its findings. Facilitate a discussion about the reports and their relevance.

Does your Club's membership reflect:

- The ages of the population in the community?
- The ethnic and cultural diversity of the community?

5

Develop a member diversity action plan

Find strategies to reach out to specific groups that were found to be underrepresented in your club. Document your plan and assign tasks to those on the membership committee, or ask other club members to help. Monitor progress toward your diversity goals and continually update club members.



Appendix A

Member Diversity Worksheet

[Click here to download a Word document version.](#)

1. What sources did you consult in your search for data on your community's demographic composition?

2. What data did you find on:

Age:

Gender:

Ethnic background:

3. What fact or statistic did you find most interesting?

4. What surprised you most?

5. What surprised you least?

6. Are any demographic groups underrepresented in the club?

7. What can the Club do to reach out to diverse women in the community?

8. How can your findings be integrated into an action plan for membership development?

Further resources:

- For an illustrated primer on feminist intersectionality, check out CRIAW's resource:
 - Canadian Research Institute for the Advancement of Women (2021). [Feminist Intersectionality](#). Ottawa: ON Canadian Research Institute for the Advancement of Women.
- For more information about how the Government of Canada analyzes how diverse groups of people experience policies, programs, and initiatives differently, view the "Gender-based Analysis Plus (GBA+) page":
 - Women and Gender Equality Canada (2021). [What is Gender-based Analysis Plus](#). Ottawa: ON. Government of Canada.
- To learn more about the basic concepts of GBA+ and how GBA+ analysis can enhance efficacy and outcomes of initiatives (not limited to the federal government), take the free GBA+ course online.
 - Women and Gender Equality Canada (2021). [Take the Gender-based Analysis Plus course](#). Ottawa: ON. Government of Canada.
- To learn more about the meaning and importance of feminist intersectional solidarity and tangible strategies to build meaningful and collaborative relationships by addressing systemic and individual inequalities, check out CRIAW's resource:
 - Canadian Research Institute for the Advancement of Women (2021). [A Guide to Building Feminist Intersectional Solidarity](#). Ottawa: ON Canadian Research Institute for the Advancement of Women.