



# Allied Youth

## What does it mean to be diverse and inclusive?

We hear the words diversity and inclusivity thrown around a lot today, and that's great! It is incredibly important to recognize that we, as a society, have not always been accepting of diversity and inclusivity, and we still struggle with this today. What's important to remember is that we can take steps EACH and EVERY day to be more understanding, respecting, and inviting to everyone.

But, what do these terms mean? Well diversity refers to all of things that define who we are as individuals and community members. Diversity is about all the qualities and characteristics that make us who we are. It's important to recognize that we all have many things that are unique to each of us, but we also share many things in common. Sometimes certain groups of people have dimensions and characteristics that give them certain levels of privilege in society today. Other communities have faced histories of oppression and discrimination due to the identities that they hold. We need to recognize our own qualities and characteristics and also be aware of those that the people around us have as well.

Inclusion is a bit more broad. While diversity is more about the individual, inclusion is about a group of people. Inclusion is about working together to respect our similarities and differences and create an environment that values each member of the team and gives everyone an equal opportunity.

By talking more about diversity and inclusion, we can take steps to have a more effective network in AY that recognizes each and every member. Together, we are stronger, so opening the door to a diverse and inclusive network is a GREAT start!

Diversity is a fact, inclusion is a choice.

### Did you know?

<sup>1</sup>Nearly 1/5 of Canadians identify as a visible minority. That's over 6 million Canadians!



*"Diversity is a FACT, inclusion is a choice"*

## How Does This Affect Our Post?

As a Post, you interact with people each and every day. You encounter students and community members that all have their own identities and are diverse in a variety of ways.

To take steps towards inclusion it's important to meet with your Post and realize who is represented, and who isn't. Does your Post have diversity in age? Gender? Sexuality? Race? It's important that we don't single people out because of their identity, but instead make changes to our events, fundraisers, and meetings so that we invite more inclusivity. Plan initiatives that appeal to everyone and maybe you'll start seeing that having a diverse Post is incredibly beneficial.

## Where Can We Learn More?

<sup>1</sup>[www12.statcan.gc.ca](http://www12.statcan.gc.ca)

[www.CCDI.ca](http://www.CCDI.ca)

[www.UN.org](http://www.UN.org)

### ask the experts >>>

**Q:** *Isn't it uncomfortable to talk about things like race, gender, sexuality, religion, etc?*

**A:** *Sometimes it involves some hard conversations, but we need to talk about it.*

Sometimes these conversations lead us into facing the reality that many people have faced great injustices in the lifetimes of themselves and their ancestors. Many people have had their rights stripped away by people in power and that is a terrible thing, but in order to not repeat many of history's mistakes, we must take about this. Each conversation about diversity and inclusion is an opportunity for you to learn more about other people (and yourself). Have an open mind, respect others, listen, learn, and do what you can to invite more inclusion.