

# How to Build Your Diversity and Inclusion Strategy Using A Competency Framework

Many companies are beginning to recognize the importance of **diversity and inclusion** in the workplace. Organizations with a more diverse workforce are proven to be **more innovative and productive**.

Implementing a **diversity and inclusion strategy** is the first step to a more inclusive workplace. However, it can be difficult to know where to begin.

By using existing tools such as **TRIEC's Inclusive Workplace Competencies**, organizations can get a head start on building out a successful diversity and inclusion strategy.

## What are the Inclusive Workplace Competencies?

**TRIEC's Inclusive Workplace Competencies** define the knowledge, skills and behaviours that are needed to create an inclusive workplace.

The competencies are divided into three categories:

### Within Myself

These include actions that a person can take on their own to improve inclusion within their workplace.

### Within My Team

These include actions that a person can demonstrate within their team to ensure that their teammates are supported and experience inclusion.

### Within My Organization, Workplace and Community

These include actions that a person can take to promote widespread inclusion in larger systems, like their organization or community.

The three categories make it easy for people who might have limited knowledge about diversity and inclusion to understand what's needed from them.

Inclusive Workplace Competencies can be used in tasks such as enhancing existing competency models, creating job descriptions, setting learning objectives for programs, organization policy development, and diversity and inclusion planning.



# Case Study: Algonquin College's EDI Strategy



Algonquin College leveraged the language of the Competencies and used it as a framework to create their Diversity and Inclusion Strategy.

Algonquin College took an adaptive approach and fit the Competencies to their context.

For example, they renamed the three categories to align with their existing structures. In their strategy, the categories were called 'Understand and Develop One's Self', 'Managing for Diversity', and 'Systems and Processes'.

This flexible approach set the framework for the strategy and allowed the College to map out tactics to ensure the strategy would be properly executed.

There were **four areas of focus**, each with a number of tactics:

## FOCUS 1

Build equity and cultural competence for all employees.



- ▶ Committing to support inclusivity training and development helps employees develop the Competencies needed to be an inclusive colleague.

## FOCUS 2

Commit the HR team to embed inclusion and diversity across the college.



- ▶ Ensuring that HR has diversity and inclusion skills can help them better identify opportunities of inclusion and intervene in any issues.

## FOCUS 3

Recruit a diverse talent pool.



- ▶ Ensuring that the company culture is aware of its inclusion processes can help the College recruit and retain a diverse group of employees.

## FOCUS 4

Ensure compliance with equity focused commitments.



- ▶ Making commitments to equity that exceed the legal minimums can help the College fulfill its mandate of making inclusivity a priority.

Read Algonquin College's Inclusion and Diversity Blueprint 2019-2021.

To start applying Inclusive Workplace Competencies to your diversity and inclusion strategy, visit our website to [explore the competencies framework](#) and download the full resource.