

## 3 From Commitment to Action:

### From Commitment to Action: Realizing Your EDI Goals

Inclusive workplace cultures, policies, and benefits can cultivate employees' feelings of belonging and trust, and drive and sustain lasting change.

1. We need specific action, not just good intentions, to ensure that equity, diversity and inclusion (EDI) initiatives are more than words on a page — and to create real, tangible change in workplace culture and employee experience.
2. Accountability and alignment must be prioritized to truly advocate for, and create, systems that empower everyone.
3. The work to advance justice, equity, diversity, and inclusion in employment is a journey with multiple entry points, and requires ongoing resources, reflection, and review.

## Takeaways:

Speakers Aniska Ali, Sharon Nyangweso and Surranna Sandy share these must-haves:

- **Aniska Ali, CFRE, Director of Philanthropy and Strategic Initiatives at YWCA Canada**, emphasizes that the input and insights of women and gender-diverse people are, and should be, at the core of advocacy for equitable employment and economic opportunities.
- **Surranna Sandy, CEO at Skills for Change**, highlights the need to set goals and benchmarks and track metrics from recruitment to retention and beyond. Regular review and employee feedback on policies and practices are necessary to reduce bias, monitor progress, and remain accountable.
- **Sharon Nyangweso, Founder & CEO at QuakeLab Inc.**, calls for systemic solutions for systemic problems. She underscores the need for clarity and rigour in EDI objectives, and initiatives that move beyond behavioural change and knowledge-building training to specific and ongoing systems-level change. "When we're talking about the world of work, there is inherently a problem with the idea that a marginalized body is everything you need in order to make a systemic change, right? Because (1) identity is not a prerequisite for impact; and (2) identity is not inherently skill or expertise."

**Aniska Ali**

(she/her)



**Sharon Nyangweso**

(she/her)



**Surranna Sandy**

(she/her)



## Resources

[Your Performance Management Is an Equity Issue: Here's How to Do It Right | QuakeLab](#) – Browse this website to learn how to build stronger performance-management systems for equity and inclusion.

[Learning Lab | QuakeLab](#) – Learn about QuakeLab's online space, which contains toolkits, evaluation metrics, hybrid events, and industry-specific resources.

[New Training Series on Employment Equity - Bold Steps to Inclusion | YWCA Canada](#) – Explore some strategies for identifying and addressing subtle acts of exclusion or microaggressions, as well as moving forward.