



# Annual Meeting

# FREDERICTON

# 2026

**June 11-13**

*Deep roots.  
Renewed growth.*



**Co-operative Management  
Conference**

**Workshop Title: Equity 101: Introduction to EDIB in Co-op Communities  
Facilitator: Fadhwa Yusuf**

# Land Acknowledgement

The City of Fredericton is situated on traditional Wolastoqey territory.

The territory of the Wolastoqiyik People is recognized in the Peace and Friendship Treaties to establish an ongoing relationship of peace, friendship, and mutual respect between equal nations.

The river that runs through the City is known as the Wolastoq, along which live the Wolastoqiyik, “the People of the beautiful and bountiful river.”

# Housekeeping

# Community Agreement

- stay curious
- speak from your own experience
- listen to understand
- make space and take space
- welcome discomfort as part of learning and growth
- respect personal stories and confidentiality
- take the learning with you

# Ice Breaker Activity

If your name doesn't have a specific meaning, you can share:

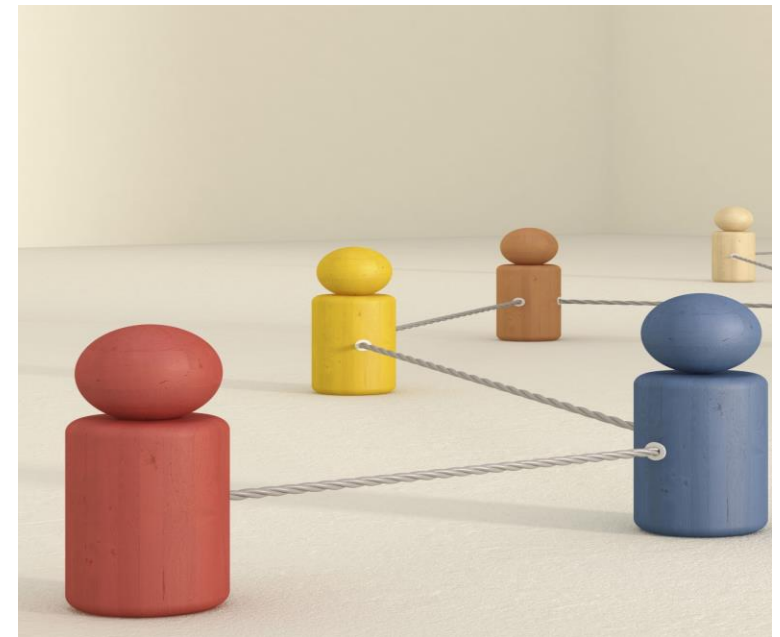
Who chose your name and why?  
Is there a story behind it?

Do you have a nickname or a preferred way you like it to be pronounced?

Have you ever had to correct someone or adapt your name for others?

# Workshop Highlights

- Why Equality, Equity, Diversity, Inclusion, and Belonging (EDIB) Matters
- Culture, Identity, Intersectionality
- Blind Spots, Unconscious Bias & Microaggressions
- Strategies to Inclusion & Belonging
- Reflection and Commitment



**When you think of Equity,  
Diversity, Inclusion & Belonging  
what comes to mind?**



**Why is it important to have this conversation?**

# Why EDIB Matters in Co-ops

## Equity-Diversity-Inclusion-Belonging



Co-ops are built on:

- Shared governance
- Participation
- Collaboration
- Collective decision-making
- Community
- Relationships

# Why EDIB Matters

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**Not everyone experiences belonging in the same way**

# Why EDIB Matters?

EDIB Impacts:

Participation

Voices go unheard

Conflict increases

Trust erodes

People disengage

Community disengagement

Leadership becomes less representative (board)

# **EDIB Foundation**

## **Equity-Diversity-Inclusion-Belonging**

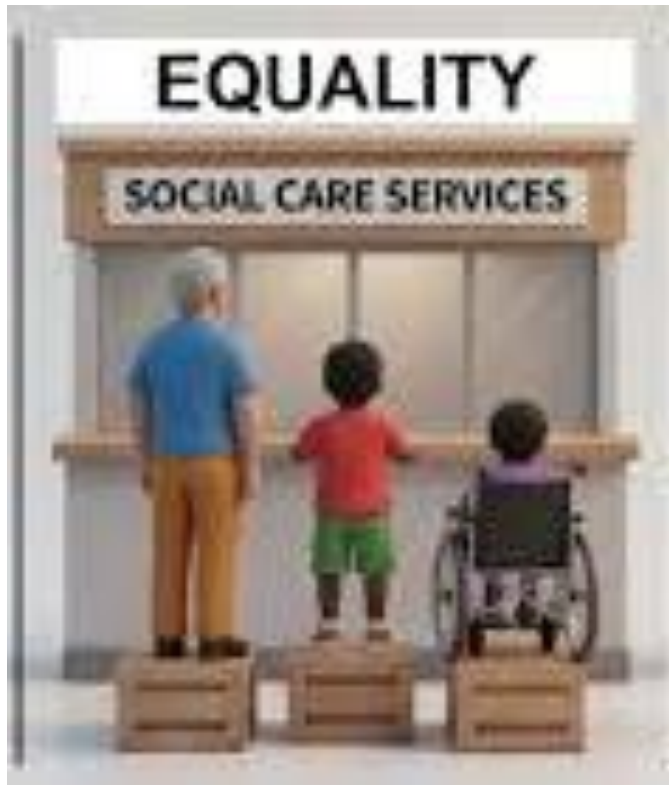
# Equity, Diversity, Inclusion & Belonging (EDIB)



This image represent where people begin from different circumstances, needs, and levels of access.

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# What is the equality?



Equality means giving everyone the same thing, giving everyone the same access, opportunities, and resources.

# What is Equity?

Equity is not giving advantages it is removing barriers



Equity recognizes that people have different needs, experiences, barriers and starting points. It focuses on providing the specific support individuals need to succeed, so outcomes are fair.

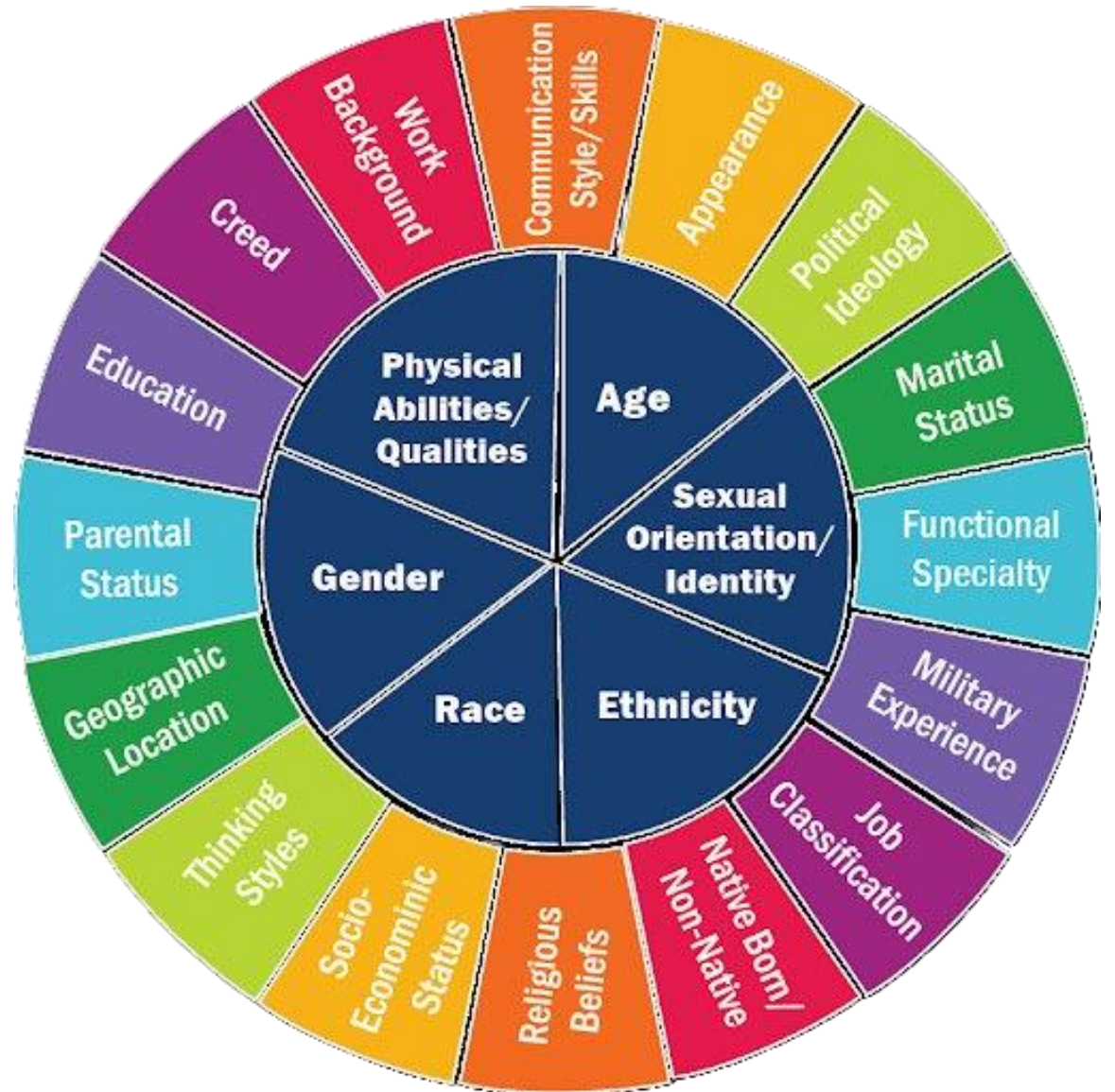
- Removing barriers and providing appropriate supports so people can fully participate

Equality establishes gaps that don't meet needs of individuals

- Equal treatment can still produce unequal outcomes, not meeting their needs.

# Diversity

Recognizing that people have different lived experiences, identities, abilities, backgrounds and needs.



# Inclusion

Creating environments where people are welcomed, respected, and able to participate

**Inclusion** is the intentional practice of creating environments where everyone feels welcomed, respected, valued, and able to participate fully.

- It's not just about having diverse people in a space it's about ensuring that different voices, perspectives, and experiences are heard, considered, and included in decisions and opportunities
- Inclusion removes barriers to participation and creates the conditions for people to contribute, connect, and thrive as their authentic selves



# Belonging

Creating environments where people feel safe, valued, accepted, and supported without needing to “fit in” by changing who they are



How does your co-op community make you feel that you belong?  
What else could your co-op community do to make you feel more included and that you belong?

# Why Belonging Matters

**People are more likely to engage when they feel:**

- safe
- seen
- heard
- respected
- included

**People participate:**

- attend meetings
- share ideas
- build relationships
- contribute to the community



# Group Discussion Activity

- **Where do you see belonging working well?**
  - **Where are opportunities for growth and improvement?**
- Where are we doing?
  - Where might people need support but aren't getting it?
  - Who might feel included but not heard?
  - Whose voice are we missing?



# Common Barriers

What assumptions do we sometimes make about members of our community?





# Culture, Identity, Intersectional Identities & Unconscious Bias



# Culture

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# What We See



# What We Don't See

Why is it important to recognize the "unseen" parts of people's experiences, culture, identity or intersectionality?

What parts of a person's identity or experiences may not be immediately visible?

How can assumptions be shaped by only what we see on the surface?

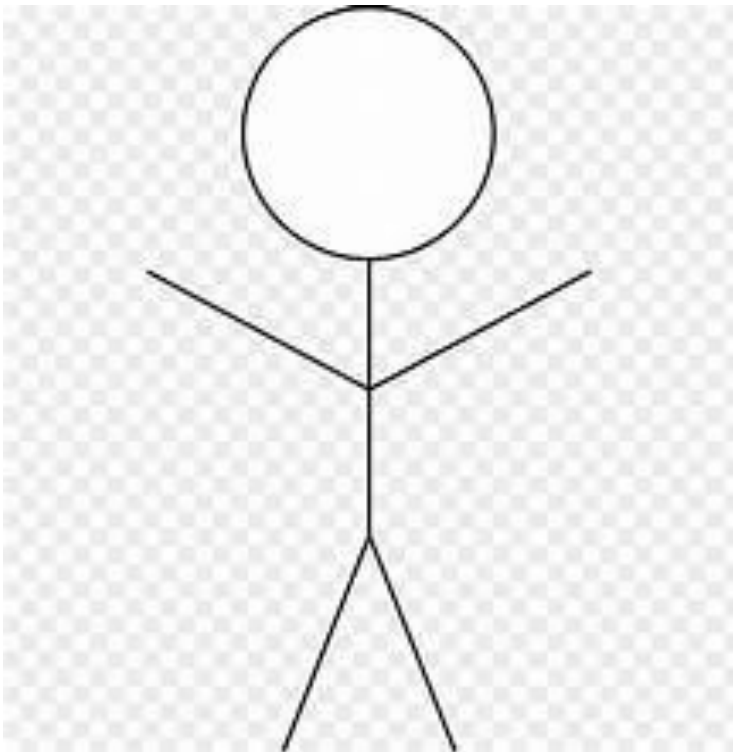


# **Group Reflection Workbook Activity**

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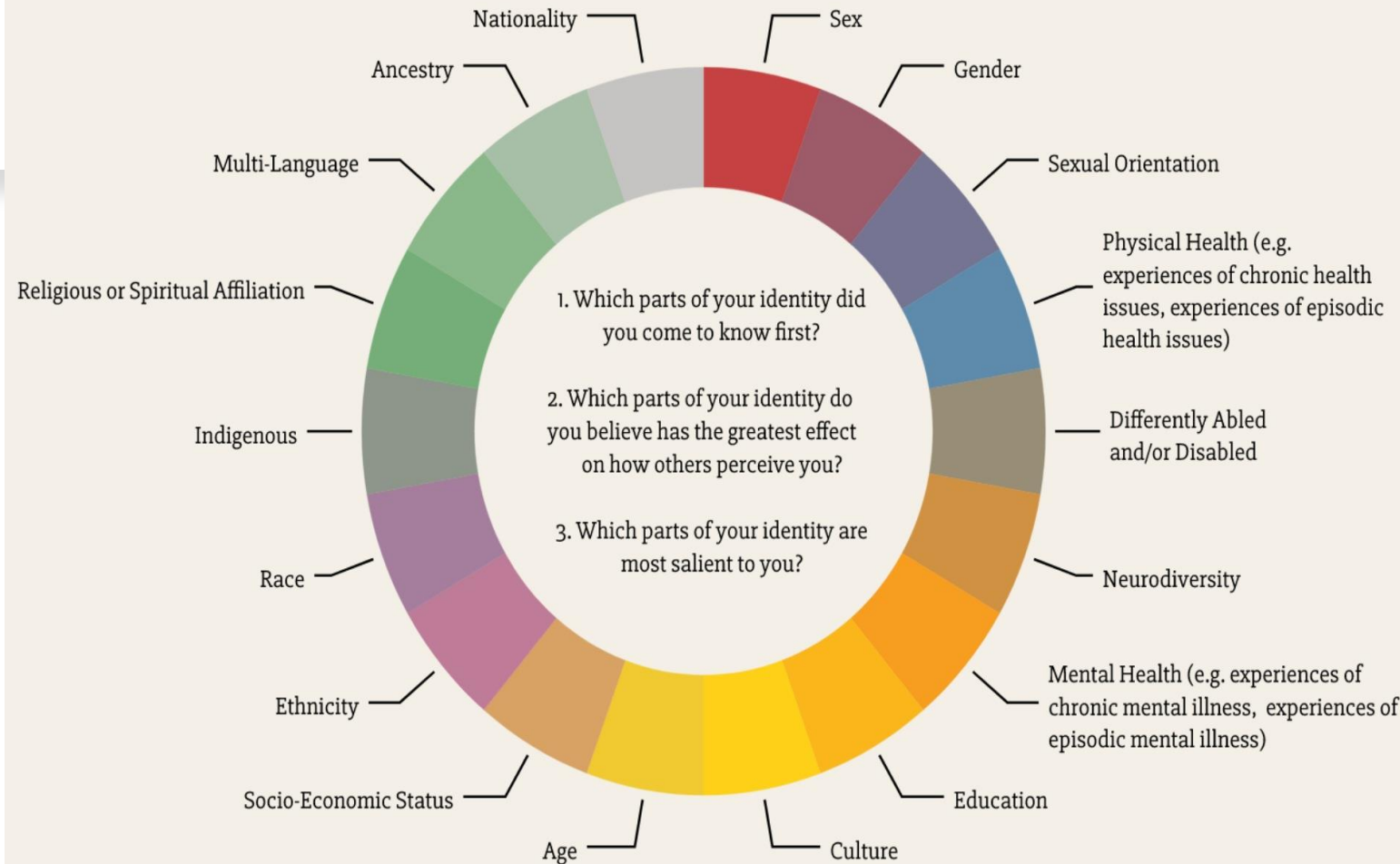
# Identity & Intersectionality

# Identity & Intersectionality



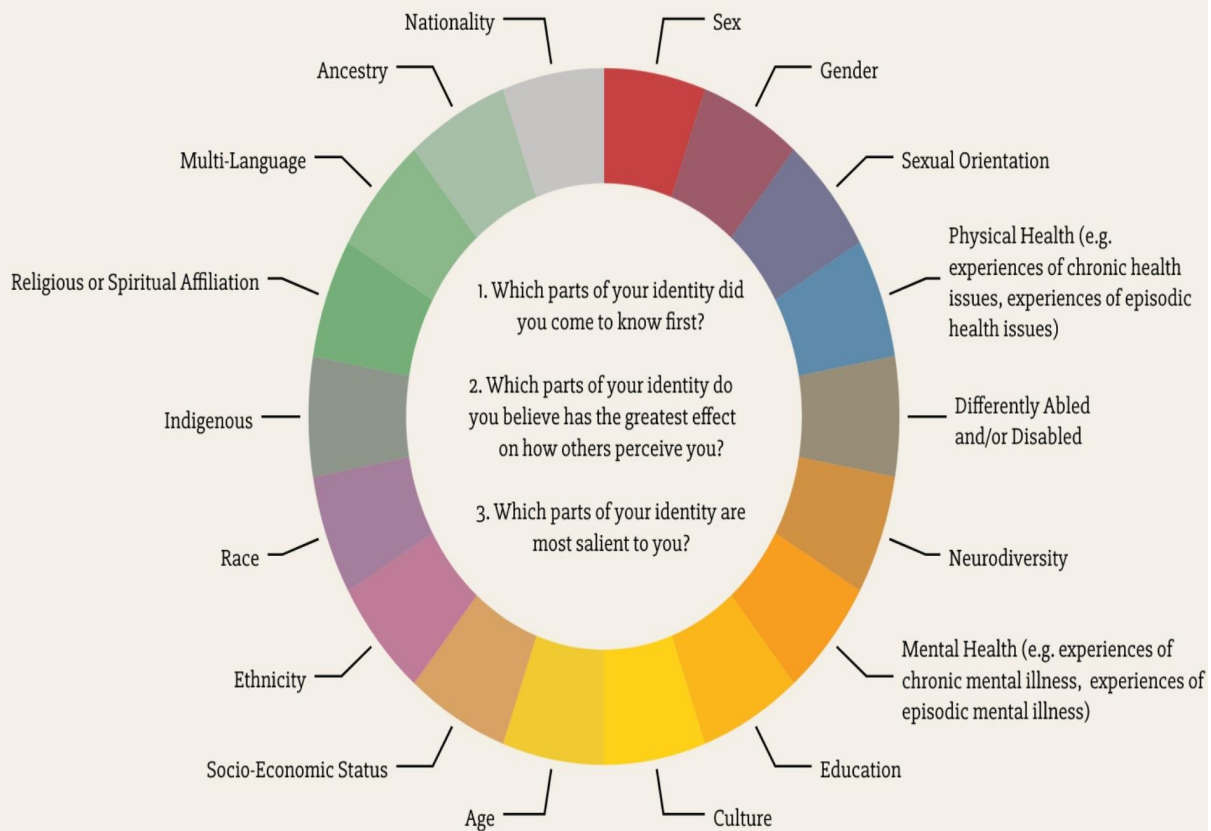
Some identities are visible. Others are not.

## INTERSECTING IDENTITY



# Group Activity

## INTERSECTING IDENTITY



- How can understanding intersectionality help create more inclusive communities?
- Which parts of your intersectional identity/culture are most visible, and which are less visible?
- How does that change how others relate to you?
- How does that change how you relate with others?
- What surprised you most?

## Activity

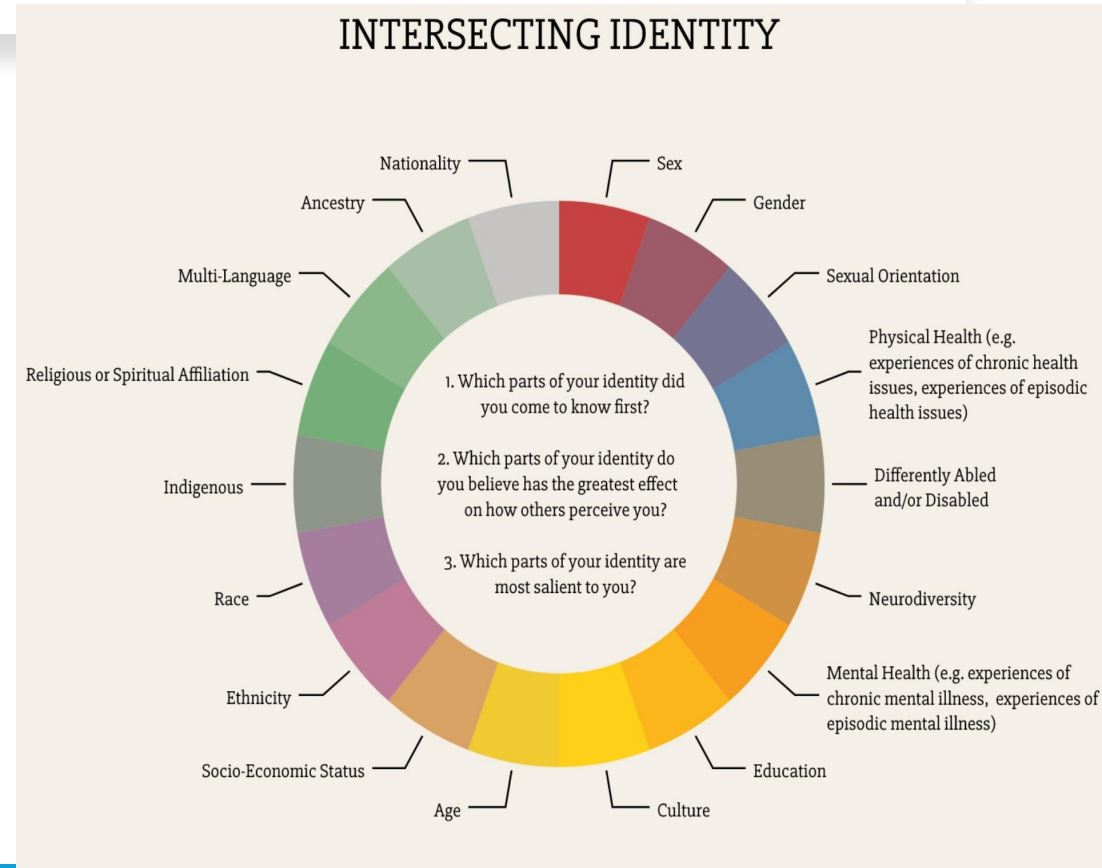
*Consider the aspects of your culture, intersectional identities and experiences that shape how you move through spaces.*

### Personal reflection-Workbook

#### Group Activity

Who is likely to feel included here and who might feel left out or overlooked?

How can communities better recognize and support diverse lived experiences?





## What are Blind Spots?

**Blind spots = things we don't see because of our own experiences and perspectives**

**We all have blind spots; they are a natural part of being human**

They are:

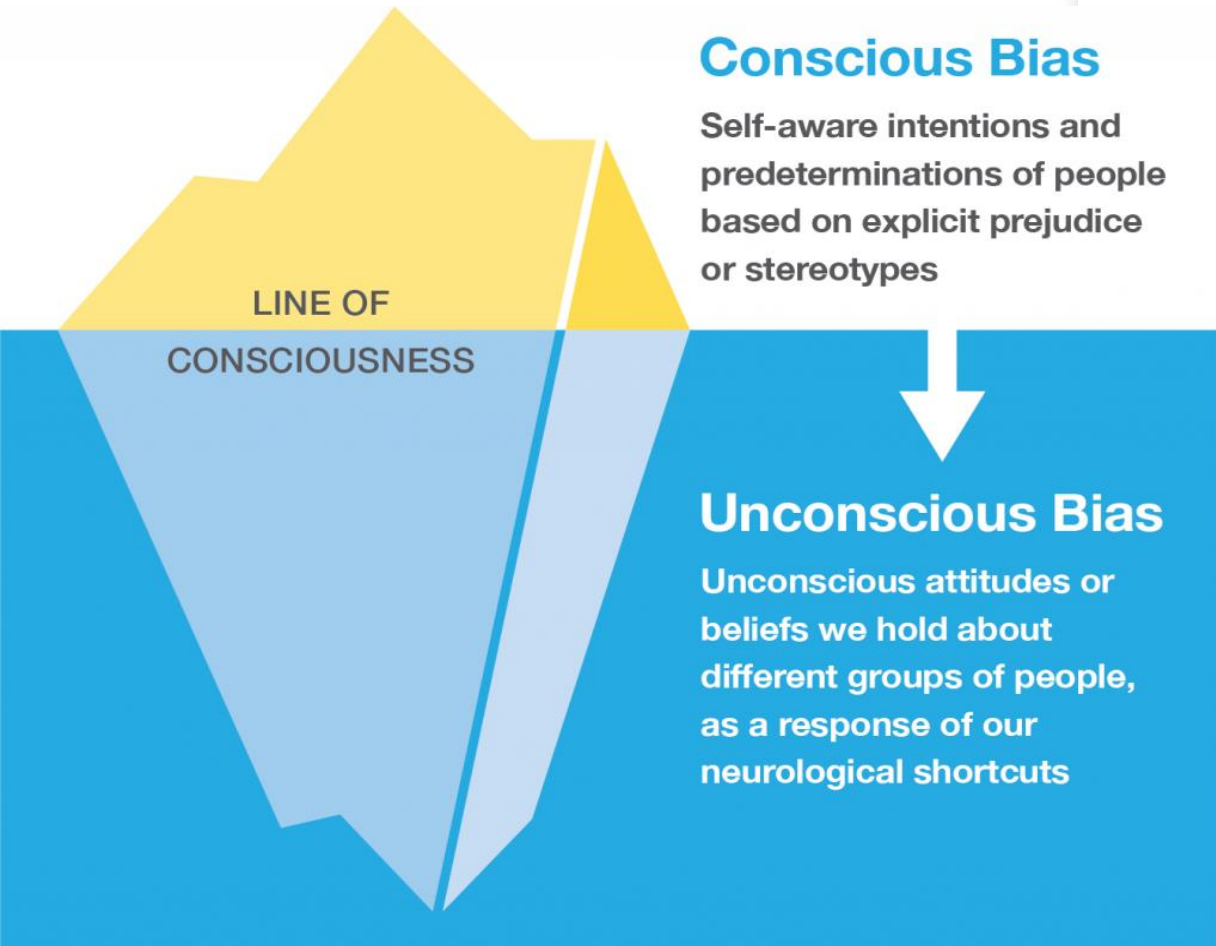
- Unintentional
- Learned over time
- Often reinforced by systems and culture

**Unexamined blind spots can exclude people**

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# Unconscious Bias

There are over 175 different types of biases, which contribute to our perceptions, judgements and behaviours towards others.



Unconscious Bias are automatic assumptions, judgments, attitudes towards others.

Based on:

- Experiences
- Upbringing
- Media
- Social norms
- Familiarity

# Group Reflection Workbook Activity

**What can we do to reduce bias  
and create more inclusive spaces?**

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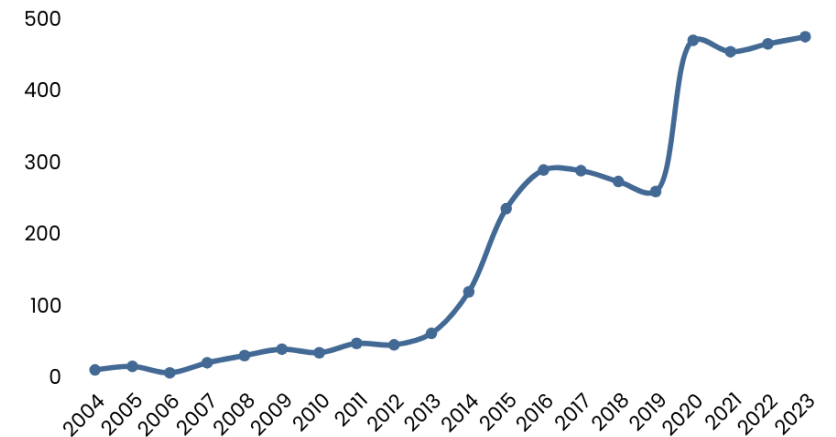
# What is Microaggressions?

Microaggressions are subtle acts of exclusion

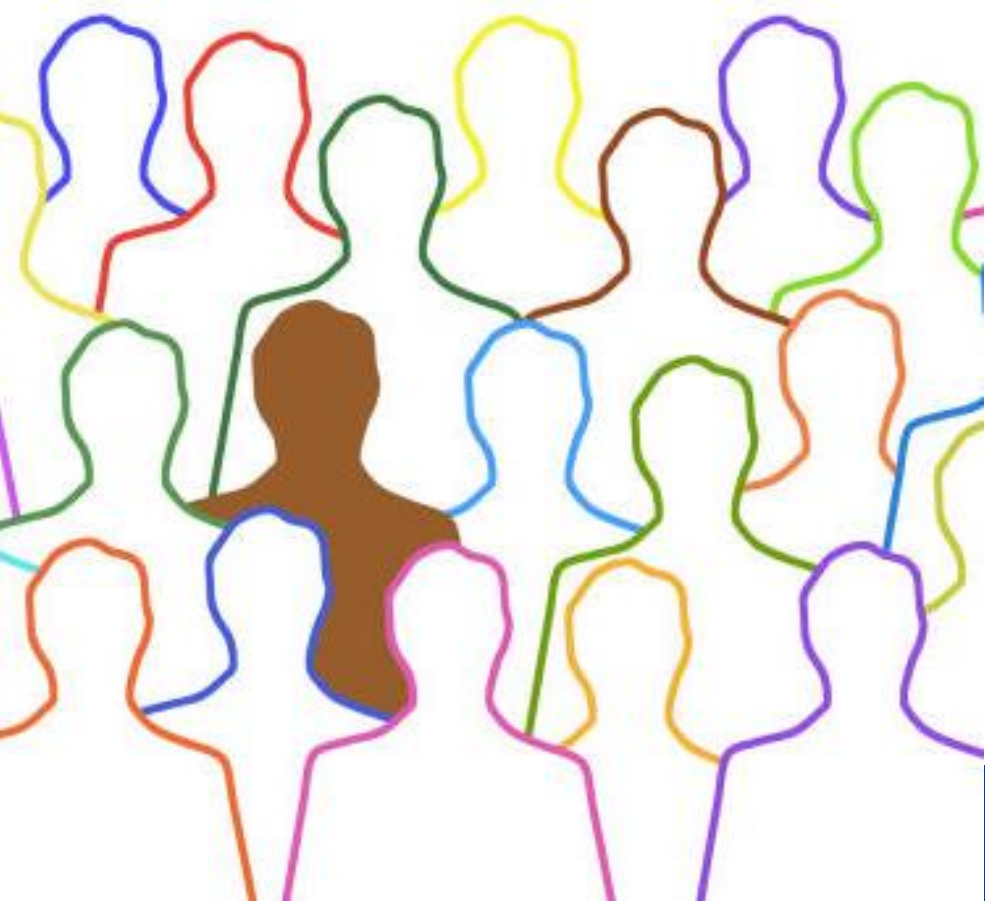
**Microaggressions:** The term was coined by Harvard Medical School psychiatrist Chester Pierce in the 1970s. Microaggressions are subtle, often unintentional verbal or nonverbal actions, comments, or behaviors that are hurtful, harmful, derogatory, or negative attitudes towards individuals or groups of people based on their identity that cause harm to others.

## "Microaggressions"

SEARCH VOLUME



# What are the contributing factors to microaggression in the workplace?



- social Identity
- media Stereotype
- lack of exposure to diversity
- poor communication
- organizational Culture

# Types of microaggressions

**Micro assault**  
Overt, deliberate, intentional

**Microinsults**  
Comments on someone's appearance  
Making assumptions about someone's abilities

**Microinvalidations**  
When one's real experiences or feelings are dismissed, ignored or questioned

**Environmental**  
Built into policies, culture, space

# In what settings have you experienced race or ethnicity discrimination? (Microaggression)

On the street 38%

In the workplace 38%

At school/university 29%

In stores/restaurants 28%

On public transit 19%

At airports/borders 16%

When using public services 16%

In dealing with police/courts 12%

Other 6%

[Source- race-relations-in-canada-2019-survey---final-report-english.pdf](#)



# Intervention

## Whose Responsibility is it Anyways?



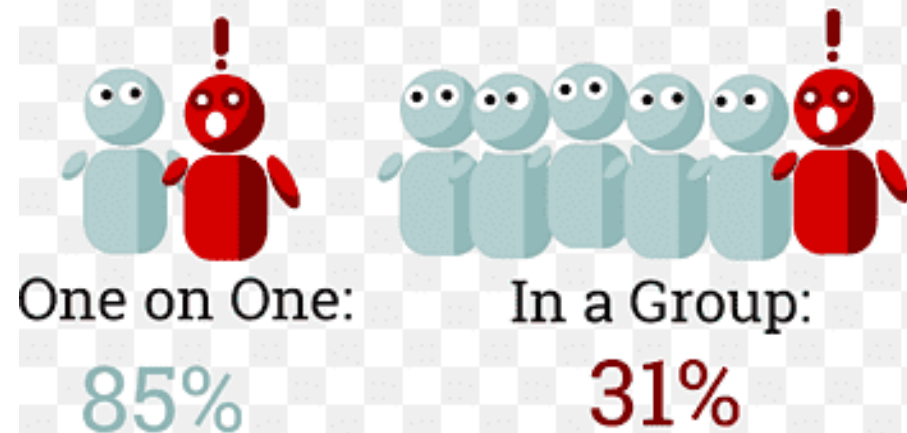
# Bystander Intervention

The difference between bystander intervention and the “Bystander Effect”

Bystander intervention is not the same as “The Bystander Effect”.

- The “Bystander Effect” refers to the psychological phenomenon where individuals are less likely to help or intervene due to the ambiguity of the situation, the inhibiting presence of multiple bystanders (diffusion of responsibility), and the social influence of other people’s inaction (Henson et al., 2020; Madden & Loh, 2020; Jenkins & Nickerson, 2019; Bystander, 2006).

Chance of Helping Bystander:



# How can we eliminate/mitigate microaggressions?

- noticing when someone may be experiencing harm, exclusion, or discrimination
- taking a safe, appropriate action to support them
- checking in, speaking up, redirecting a conversation
- offering support afterward can make a meaningful difference
- educate yourself & others
- model inclusive behaviour
- advocate for others
- Document incidents / report using the official reporting mechanism/process

Creating belonging is a shared responsibility, and each of us has the opportunity to move from being a bystander to being an upstander.



# Conflict & Repair

**EDIB** also includes the ability to repair harm.

- reframe conflict as necessary for belonging and build skills to navigate it
- conflict is not the opposite of belonging, avoidance is
- listen, acknowledge impact, take accountability
- work toward repair, reinforce the message that people matter and that relationships are worth investing in

Strong co-op communities are not defined by the absence of conflict, but by their commitment to navigating conflict with empathy, accountability, and repair.

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# **Inclusive Practices in Co-op Life**

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# Inclusive Practices in Co-op Life

Inclusive practices do not require perfection or a complete overhaul.

Inclusive practices we do to make sure more people feel welcomed, respected, heard, and able to participate.

They often start with one small, consistent change that signals to people you belong here.

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# Strategies to Inclusion and Belonging

**Instead of:** That's just how we've always done it.

•**Try:** Is this still working for everyone, or do we need to do things differently

**Instead of:** That wasn't our intention.

•**Try:** Thank you for naming that. I want to understand your experience.

**Instead of:** You're being too sensitive.

•**Try:** Help me understand what felt difficult or harmful about this.

**Instead of:** No one else had a problem with it.

•**Try:** I'm glad you raised this. Different people can experience the same situation differently.

**Instead of:** We treat everyone the same.

•**Try:** Are there different needs or barriers we should be paying attention to?

Even when harm is unintentional, the impact still matters.



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# Group Activity

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Around the room, there are different stations. Each station focuses on one part of co-op life

In your group, move from station to station and add your ideas.

- At each one, think about what inclusive practices could help foster belonging in your co-op community
- Write down practical ideas, actions, or changes your co-op could make

Write down practical ideas, actions, or changes your co-op could make:

- What helps people feel welcomed, respected, and included?
- What barriers may exist?
- What actions or practices could strengthen participation, connection, and belonging for all community members?



# Group Station Activity

## Identify

- barriers/blind spots/ biases
- changes to be implemented

Write down practical ideas, actions, or changes your co-op could make:

- What barriers may exist?
- What actions or practices could strengthen participation, connection, and belonging for all community members?

Station one- Members Meetings

Station- two –Board Meetings

Station three- Social Committee

Station four-All forms of Communication

Station four-New Members-Interviewing-On-boarding

Station Five-Volunteerism

Station six-Member Relations-Conflict Management



# Community Commitment

Discuss in small groups

- Our space is a place where...
- One thing I will start doing...
- One thing I will pay more attention to...
- What is one action we can take to build a strong sense of belonging?



# Community Commitment

Take a moment to reflect and complete this sentence

Our space is a place where...

One thing I will start doing...

One thing I will pay more attention to...

One way I can help create belonging...

# Shared Agreement

## **Our co-op is a place where...**

- we listen to understand, not just respond
- we address harm with care and accountability
- we make space for all voices

Power shapes whose voices are heard

Privilege shapes how easy it is to participate

Blind spots shape what we fail to notice

Together, they influence who experiences belonging and who doesn't



# In Closing

We explored why belonging matters, and it can help create communities where people feel welcomed, valued, and able to be themselves.

We discussed how culture, identity, and intersectionality shape people's experiences.

And how unconscious bias and a lack of psychological safety can create barriers to inclusion and belonging.

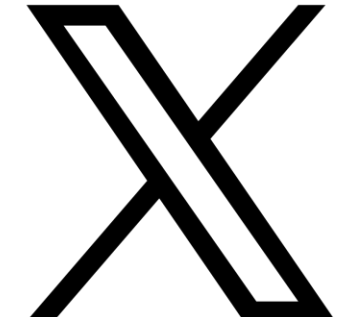
Shared strategies to help build stronger co-op communities and ended with a vision and commitment to creating spaces where everyone can participate, feel respected, and truly belong



Facilitator: Fadhwa Yusuf

# Share what you've learned on social media!

- Post photos, favourite moments, or key learnings from today's workshops on social media.
- Tag us @chfcanada.
- Use the hashtag #CHFCanada2026



## Before you go

We need your help to do better!  
Fill out an evaluation, fold in half  
and leave it in the room.

Thanks!



## When you get home

Find today's workshop materials  
on our website:

[chfcanada.coop](http://chfcanada.coop)



# Reminders

- **Voting in CHF Canada National Business meeting happens on Saturday.** Your co-op's delegate must be there in order to vote. The delegate can pick up a voting device at conference services
- **All coffee breaks will be held in the tradeshow area!** Make sure you visit all the tradeshow exhibitors so that you can complete the bingo card (found in your bag) and have a chance to win prizes.

