

The Gems of Life Inc.

Presents

Equity 101

Introduction to equity, diversity, inclusion & belonging (EDIB)

CHF Canada - Annual Meeting Fredericton 2026

MEF

Participant Activity Workbook

This workbook explores the foundations of Equity, Diversity, Inclusion, and Belonging (EDIB) and why creating inclusive communities' matters. Together, we will reflect on culture, identity, and intersectionality, examine the impact of unconscious bias, and explore the role of psychological safety in fostering respectful and welcoming spaces.

Name:

Date:

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EDIB Foundations

Think about a time or place where you truly felt like you belonged.

What made that experience feel welcoming, safe, or meaningful?

Think about a time you felt excluded, overlooked, or unheard.

What did that feel like?

What did you need that would have helped?

Understanding EDIB

Why EDIB Matters

What is Equality and Equity?

What is Equity, Diversity, Inclusion & Belonging

| | |
|-----------|--|
| Diversity | |
| Inclusion | |
| Belonging | |

Group Discussion Activity

Where are we doing well creating fairness and access?

What are some barriers that may prevent inclusion or belonging in communities?

How can co-op communities intentionally create spaces where everyone feels valued and heard?

Whose voices are we missing?

Culture, Identity, Intersectionality & Unconscious Bias

Exploring Culture

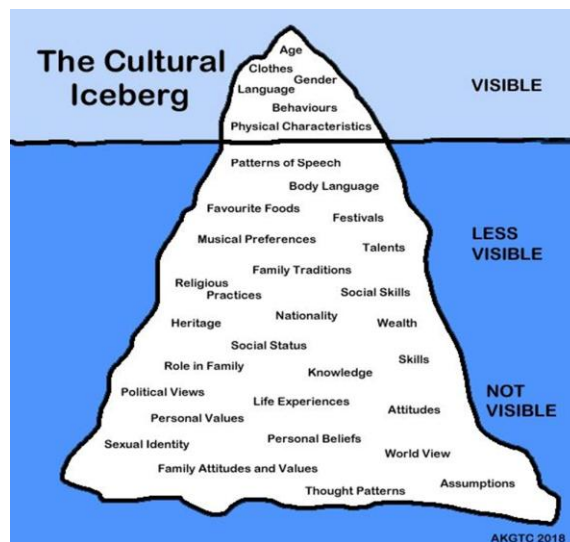
The image below illustrates the many elements that make up culture. Reflect on how these elements show up in your own life and in the communities, you are part of.



What are some things that shape a person's identity or culture?

How can culture influence communication, behaviours, values, or sense of belonging?

Cultural Iceberg



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 Discussion

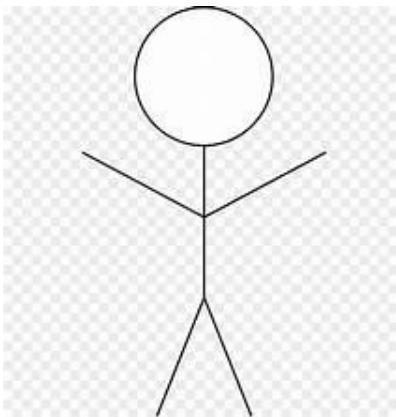
What assumptions or unconscious bias impact relationships and community participation?

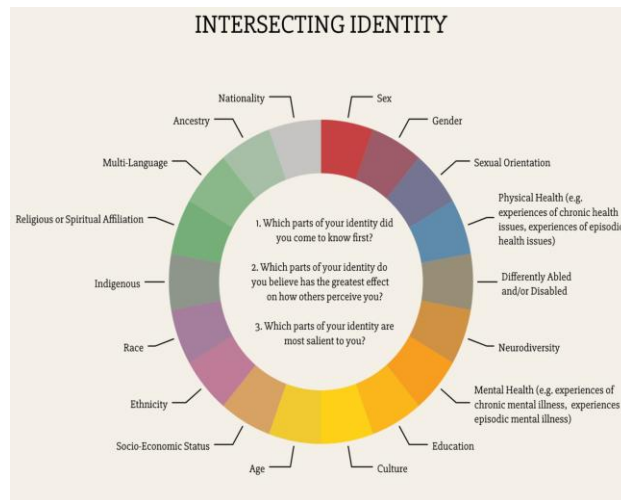
What can help create spaces where people feel safe sharing their experiences and identities?

Debrief — Be prepared to share:

- One thing your group reflected on about visible vs. non-visible identities
 - One action community can take to better understand and support one another
-

Identity & Intersectionality





Personal Reflection

What does intersectionality mean?

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?

Group Activity

How can communities better recognize and support diverse lived experiences?

What can co-op community help ensure people feel seen, respected, and included?

Blind Spots & Unconscious Bias

What are blind spots?

Examples of Blind Spots

Group Activity

What might be our blind spots?

Unconscious Bias

What is unconscious bias?

How can unconscious bias show up in everyday interactions or decision-making?

What are examples of biases people may experience in community spaces?

Group Activity

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

Microaggressions

What is microaggression?

Types of microaggressions

Interventions to microaggression

Group Activity

What are some examples of comments, assumptions, or behaviours that may seem harmless but could make someone feel excluded or unwelcomed?

What assumptions do people sometimes make about others based on appearance, age, language, culture, ability, family structure, or background?

What can we do as a co-op community when we witness or experience a microaggression to help create a more inclusive and respectful environment?

Inclusive Practices & Strategies

What can communities do differently to ensure people feel welcomed, valued, and safe?

Conflict & Repair

How can communities become more intentional about inclusion and belonging?

What helps people feel respected, heard, and valued?

Reflecting on Community Best Practices

What assumptions do we sometimes make about people in communities without realizing it?

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

Where might barriers exist within our community practices, systems, or spaces?

What changes could help create a more welcoming and inclusive environment?

Group Discussion

How can communities become more intentional about inclusion and belonging?

Station Group Activity

Building Inclusion & Belonging in Co-op Communities

Instructions: *Around the room, there are different stations each focusing on a part of co-op community life. Move from station to station, read the prompt at each station, discuss your ideas, and add examples or reflections.*

As you rotate through the stations, consider:

- 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?

Record key insights from each station here:

Community Commitment

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...

Shared Agreement

Creating belonging is ongoing work, and it belongs to all of us.

“We are all just walking each other home”. Ram Dass

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

Closing Reflection

How can we move from awareness to action as a community?

Post Workshop Activity

Think about your role in the co-op community. What is one thing you can do to help someone feel more included or valued?

What is one thing that helps people feel they truly belong in a community?

What stood out for you today?

What challenged your thinking?

What responsibility do we share in creating spaces where people feel safe, respected, and connected?

Inclusion & Belonging in Co-op Communities

Discussion Prompts

Why do belonging and inclusion matter in co-op communities specifically?

Who tends to feel most comfortable participating in community spaces?

Whose voices may be missing?

What barriers might prevent people from fully participating or feeling connected?

What can communities do to create more welcoming and inclusive environments?

Reflecting on EDIB in Community Spaces

Where do you see inclusion or belonging happening well in your co-op or community?

What practices, behaviours, or spaces help people feel welcomed and valued?

Where might people feel excluded, overlooked, or unable to fully participate?

Whose voices or experiences may be missing?

What barriers may exist for community members?

What changes could help create a stronger sense of inclusion and belonging?

What small actions can make a meaningful difference?

*Thank you for your participation and commitment to building inclusive communities.
Together, we can create inclusive communities where everyone feels respected, valued, and included.*