

THE NEED FOR DIVERSITY, EQUITY, AND INCLUSION (DEI)

1: PURPOSE

The Township of Brock recently formed a DEI Committee and published a DEI Commitment. The Township of Brock would like to create DEI training for internal staff to undertake. This research project aims to inform the Township of Brock about what content and implementation strategies to include in DEI training.

2: QUESTIONS

The core research questions guiding this project are:

1. What is best and worst practice regarding content and implementation strategies of DEI training?
2. What content and implementation strategies should be included in DEI training for the Township of Brock?

3: METHODOLOGY

The project's methodology included conducting a literature review of best practice regarding content and implementation strategies of DEI training, and facilitating, transcribing, and coding semi-structured interviews with DEI coordinators from other municipalities with experience in DEI training.

4: FINDINGS

Findings suggest that DEI training should be preceded by a needs assessment to determine the context and motivation of the organization, the change needed, the additional DEI initiatives occurring, and the expected and intended outcomes of DEI training. The design of DEI training should consider the participants and trainers, and the tone, topics, and teaching methods. Content should be cumulative, building from awareness to affective changes to skill development. Topics should be revisited regularly rather than taught once so participants have time to reflect and implement behavioural changes.

5: NEXT STEPS

Once the final issues and options paper is published, the Township of Brock can begin developing its DEI training, which may include creating and facilitating a pilot program and gathering feedback from its implementation. This could be another project.

Student Researchers: Chanel Bowen and Valeria Curiel Campos

Faculty Supervisors: Paul Shaffer and Baris Karagaac

TCRC Supervisor: Matthew Walmsley

Township of Brock Supervisor: Maralee Drake

IDST 4220Y: Community-Based Research & Projects - Fall '23/Winter '24

