Equity, Diversity & Inclusion Roadmap



Canadian Institute of Planners, 2020







Foreword

Welcome to the Canadian Institute of Planners' Equity, Diversity & Inclusion Roadmap.

This foundational document sets out CIP's long-term commitment to what we believe will be instrumental in creating a more accessible and inclusive profession and Institute, one which will benefit our members, volunteers, and staff, as well as our partners and the public.

The Canadian planning profession has an ethical responsibility to work for the public good, and CIP believes that we must be genuinely representative of the society in which we work. This includes recognizing, addressing, and advocating for broader diversity at all levels of the profession, in the private, not-for-profit, and public sectors. CIP also recognizes the urgency to confront and address systemic racism and discrimination in our governance systems, practices, and policies.

To implement our bold vision, CIP will work collaboratively across the profession with our partners and members. We acknowledge that it won't always be easy or comfortable and that it will take personal and professional perseverance and resilience, humility and honesty, but our collective efforts will be transformational.

We look forward to being a part of your journey, and thank you in advance for being a part of ours.

Eleanor Mohammed RPP, MCIP

President

Beth McMahon, MES
Chief Executive Officer



Our Journey

Two years ago, CIP embarked on a journey to establish a more inclusive culture within the organization and, more broadly, the planning profession in Canada. Since 2018, when the CIP Board recognized social equity as a 'policy priority' for the Institute, we formed a Social Equity Committee. Shortly after, this Committee identified the need to better understand the current state of our workforce and membership, define our goals, and establish our strategic priorities. With Board support, we engaged HRx, a consultancy that is one of Canada's leaders in equity, diversity, and inclusion (EDI) and a trusted partner to organizations in North America, to conduct a current state audit and develop a strategic roadmap. In June 2020, the EDI Roadmap, along with necessary resourcing, was endorsed by the Board.

As we shift now from planning to implementation, we will ensure a consistent focus on data to measure progress over time. We will continuously evaluate and report the impact of our initiatives on our overall goal of building an inclusive organization for our employees, members, and the communities we serve.









CIP aspires to be a trusted voice for equity, diversity, and inclusion for Canada's planning community by:

Leaders

Representing the diversity of our communities in the organization's leadership.

Members

Supporting inclusive workplace and planning practices for professionals.

Communities

Advocating for social equity in planning for our diverse communities.



Our Approach

Our EDI Roadmap provides a structured and systematic approach to embed EDI into every aspect of the organization - from the systems and processes that shape the work to the employees and members who bring the culture to life.

Our focus will begin internally with the CIP Board and Leadership, where we will create plans and structures to advance and measure EDI, as well as build our foundational knowledge so that we are equipped to support change for our members and profession.

Core to our approach is leveraging our diverse membership to implement feasible, practical, and impactful change initiatives. Throughout this journey, we will seek the support of industry leaders (such as PTIA Presidents, senior planners in public, private, and non-profit sectors, and EDI advocates in the planning profession) to act as change agents - informing the initiatives and putting them into practice.

Our EDI Roadmap consists of four core areas over a five-year period, with embedded metrics to evaluate progress over time.



Leadership

Commitment



Education

Engagement, sponsorship, and commitment to EDI from the CIP Board and CEO aligns stakeholders around the importance of EDI. It also informs planning and the allocation of resources required to sustain the effort over time.

& Communication

Increased knowledge of EDI, particularly for CIP leadership and industry change agents, raises awareness, and offers valuable insight into building an inclusive culture. It builds capacity within the profession by creating a shared understanding and common language for safe and productive conversations about EDI.



7 Systemic Changes

Equipped with foundational EDI knowledge and commitment from CIP leadership and change agents in the profession, the organization is now ready to identify, design, and implement systems, policies, practices, and processes that support a more diverse, equitable, and inclusive culture. These systems begin the process of structurally embedding EDI, and the organization no longer relies solely on individuals to champion this change.



Sustainment

Measuring the impact of change initiatives and continuously adapting and enhancing over time will position the organization as a leader in EDI in the planning profession.

Our EDI Roadmap was developed using the EDI Cultural Change Curve, developed by HRx, which provides organizations with a standard of performance. It identifies and describes high-quality results or aspirations.

The model defines an organization's current state of EDI, compares it with the desired state, and provides a streamlined and structured approach to prioritizing change initiatives.



Our 5-Year Plan

Leadership Education & Systemic Sustainment Commitment Communication Changes Year 3 Year 1 Year 2 Year 4 Year 5 **Establish EDI** Conduct an inclusive revision to CIP policies and procedures to support EDI Organization and leadership is more diverse Increase EDI knowledge baseline, collect Establish EDI interest groups for focal areas of diversity and understanding at the Continue to assess EDI maturity and develop EDI data, and Attract and support planners from underrepresented groups leadership of CIP tools to attract and support best talent define targets Inclusive leadership competency is evident Implement EDI Establish awareness and Roll out behaviour change initiatives and across the organization and profession governance and understanding among inclusive leadership competencies reporting at CIP Continue improving inclusivity initiatives and change agents leadership competencies **Develop EDI materials and** Establish research group and develop thought **Communicate EDI** Continue learning and development of resources to increase awareleadership in EDI **Roadmap to** ness and knowledge among Develop toolkits and guidelines to support social **EDI** solutions for the planning profession membership equity in planning for diverse communities membership

