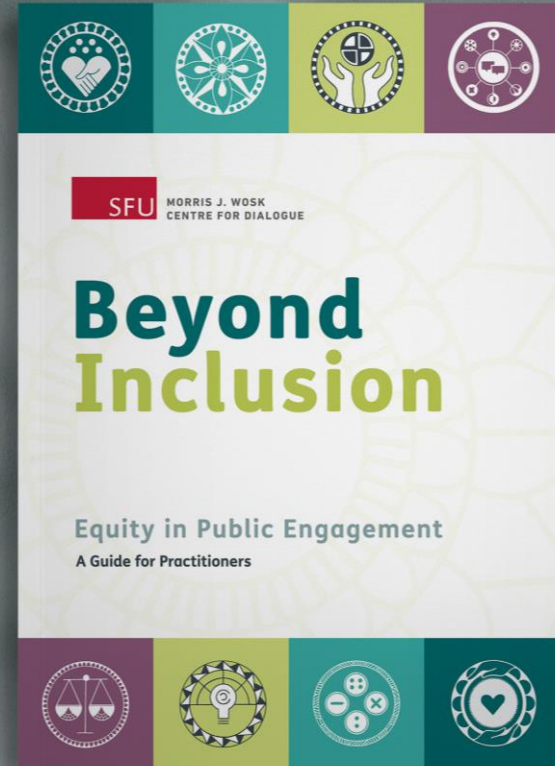


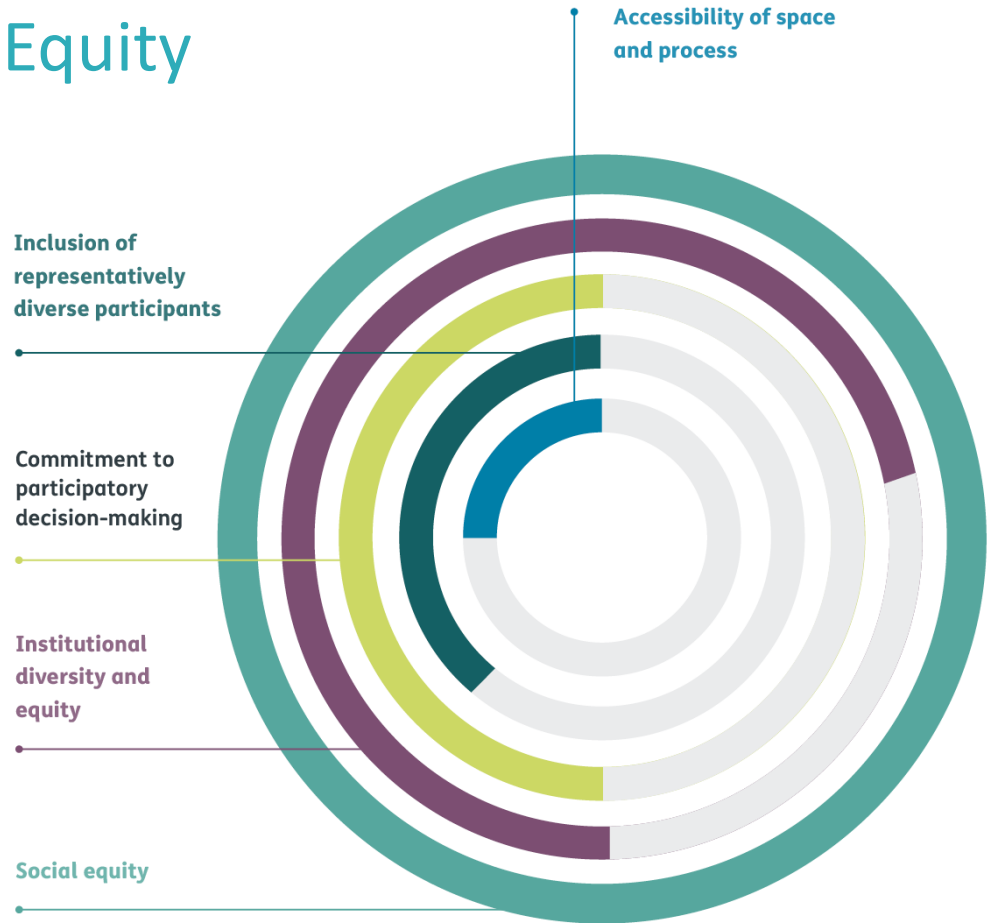
SFU

MORRIS J. WOSK
CENTRE FOR DIALOGUE

Beyond Inclusion: Equity in Public Engagement



Dimensions of Equity and Inclusion



Developing the 8 Principles

ORIGINAL RESEARCH PAPER

Accountability and transparency

Early and structured approach

Engage internal diversity

Develop community partnerships

Build on community's strengths

Tailor strategies to context

Ongoing learning and improvement

EXPANDED GUIDE

Authentic and accountable

Plan early and proactively

+ Respectful relationships w/ Indigenous Peoples

Engage internal diversity

Reciprocal relationships with communities

Tailor plans to context

Ongoing learning and improvement

+ Advance systemic equity

1. Authentic & Accountable Engagement

- Clarify objectives
- Avoid duplication
- Report back findings
- Community monitoring and implementation



IAP2 Spectrum of Participation

What level of engagement are we promising the public? (IAP2)

INFORM

We will keep you informed.

CONSULT

We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision. We will seek your feedback on drafts and proposals.

INVOLVE

We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision.

COLLABORATE

We will work together with you to formulate solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible.

EMPOWER

We will implement what you decide.



2. Plan Early & Proactively

- Dedicate time and resources
- Anticipate problems
- Address barriers proactively



3. Respectful Relationships with Indigenous Peoples

- Foster trusting relationships
- Cede power and space for Indigenous leadership
- Prioritize reciprocity
- Center Indigenous knowledge and worldviews



4. Engage the Internal Diversity of a Community

- Take an ***intersectional approach***
- Ask *who is missing?*
- Disaggregate data
- Don't tokenize!



Gender-Based Analysis Plus (GBA+)

- Will some people be affected differently?
- Research and challenge assumptions



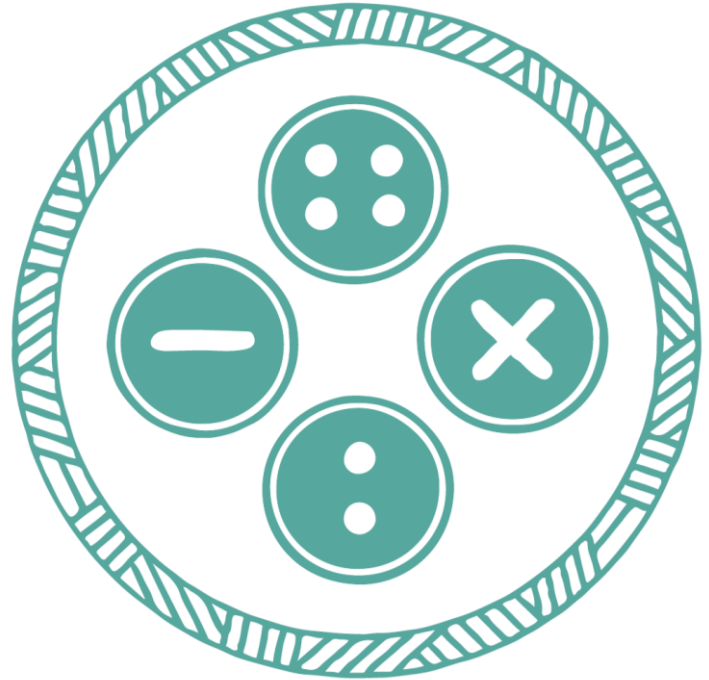
5. Reciprocal Relationships with Communities

- Build and sustain relationships
- Partner and co-create engagements
- Ensure mutual benefit



6. Tailor Engagement Plans to Context

- Co-create engagements
- Ask people what the need!
- Offer diverse avenues for participation



7. Ongoing Learning & Improvement

- Reflection and evaluation
- Ongoing professional development
- Transparency about mistakes
- Communities of practice



8. Advance Systemic Equity

- Recruit and retain diverse staff
- Establish policies for accessibility
- Share power with communities
- Welcome innovations



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