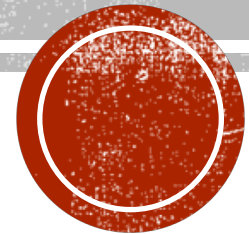


# **INCLUSION - DIVERSITY - EQUITY - ACCESS I.D.E.A.**

**YWCA Canada**

**Onboarding package tool**

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Enhance YWCA  
Canada's  
onboarding  
process by  
including a  
learning tool on  
I.D.E.A.



Build a  
collaborative  
space for  
professional  
growth around  
I.D.E.A.



Support YWCA  
Canada in the  
process to build a  
culture of  
inclusion,  
diversity, equity  
and access.

## OBJECTIVE





Using Trello curate a board with content to introduce key concepts and ideas around diversity, inclusion, equity and access to power.



Set up an initial framework for a collaborative educational tool to support staff and leadership.



New staff and other internal stakeholders will have access to this pack.



The content board will be reviewed on a regular basis to include new research, concepts and information to enrich the onboarding process.

# WHAT?







Trello is an online tool that used the Kanban system, which was developed in Toyota as a system to keep production levels high and maintain flexibility. **Trello**'s structure uses a system of boards, lists and cards, which helps classify information in a visual manner and actions can be tracked and updated.



The system of cards presents the opportunity to classify information for learning purposes and as it is already used as a tool to track onboarding activities, I believed adding content that can support the team to enhance our knowledge on inclusion, diversity, equity and access would present a seamless opportunity to start building a space for I.D.E.A. Conversations.

# WHAT IS TRELLO AND WHY USE IT FOR THIS PROJECT?







Beyond sharing information, I created a list that could give our team structure to co-create YWCA Canada's I.D.E.A. spaces to build on best practices, principles and values that would build on our organization's culture.



YWCA Canada team's diversity is vast and with it the opportunity to speed up each other's learning on I.D.E.A. from diverse lived experiences is an opportunity for our team and our culture's growth.

As part of our monthly learning meeting we will work on this tool and build-in personal contributions.



I.D.E.A. is at the core of our work and creating spaces to check in on our practices and build alignment continuously is crucial.

# THE INTENT FOR INTERNAL PROCESS





### **What is I.D.E.A.**

Identify key pillars and definitions to start exploring I.D.E.A.



### **Non-profit sector specific**

Research information on I.D.E.A.  
I.D.E.A. at YWCA.



### **Building safe spaces**

Introspection: personal questions and tools.  
As a witness: call to action and techniques. What would you do? What can you do?.  
Power-Self-awareness.



### **Reading materials and resources.**

# TRELLO BOARD CONTENT











To build this practice bottom up to make it more effective, from the beginning bringing in all staff is key as we continue to build an equitable work culture.



I will make a second presentation on I.D.E.A. in May with all staff to introduce the tool and start the co-creation process.



I will build a workshop for June at our Annual General Meeting with all our Member Associations, to present the tool and explore I.D.E.A. case studies.



The next step in this process is building a baseline of information to benchmark our organization using G&I Global Benchmark tool, as an initial step to measure our progress.

# BEYOND I.D.E.A. AT YWCA

