

# Equity, Diversity & Inclusion Roadmap

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Canadian Institute of Planners, 2020



**CIP•ICU**





# Foreword

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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.**

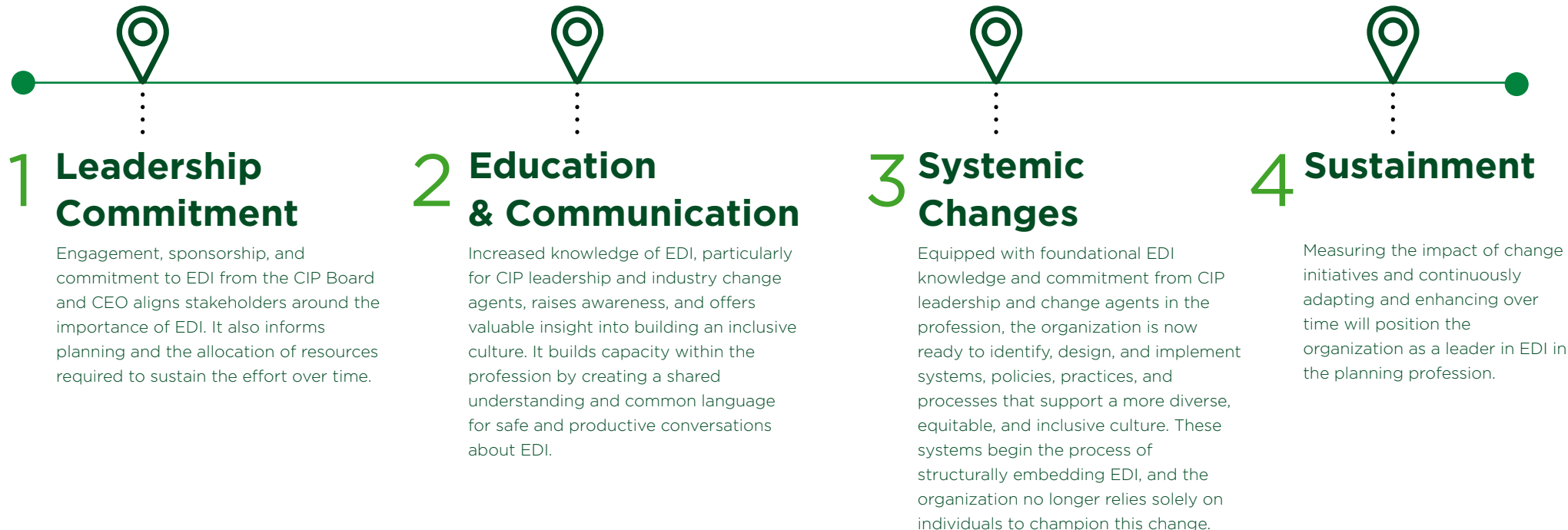
# Our Approach

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.



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

