

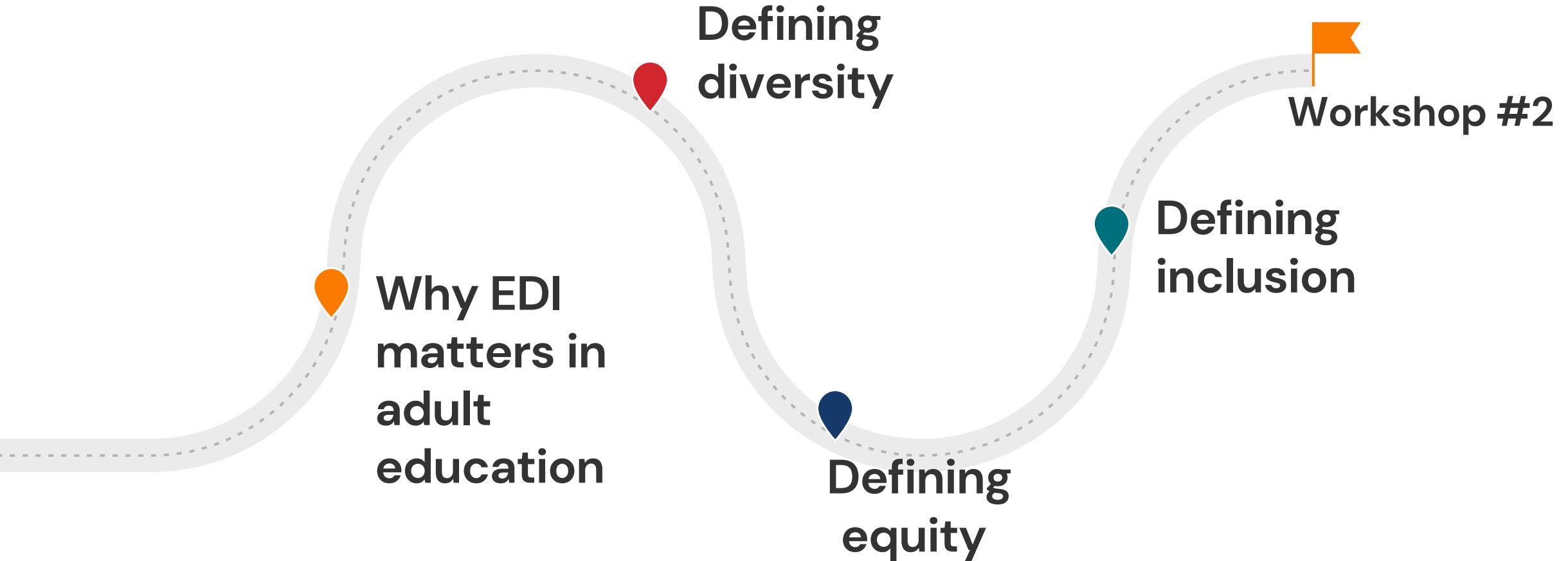
Understanding Equity, Diversity & Inclusion – Foundations

An introductory session exploring equity, diversity, and inclusion in adult education

October 23rd, 2025

Tatiana Lamoureux Gauvin, M. Sc., CRHA

Our plan today...



Why EDI Matters in Adult Education



Why EDI Matters in Adult Education

The cost of not caring...



**Additional
stress**



**Impact on physical
health and wellbeing**



**Impact on grades
and future
opportunities**

Why EDI Matters in Adult Education

The cost of not caring...



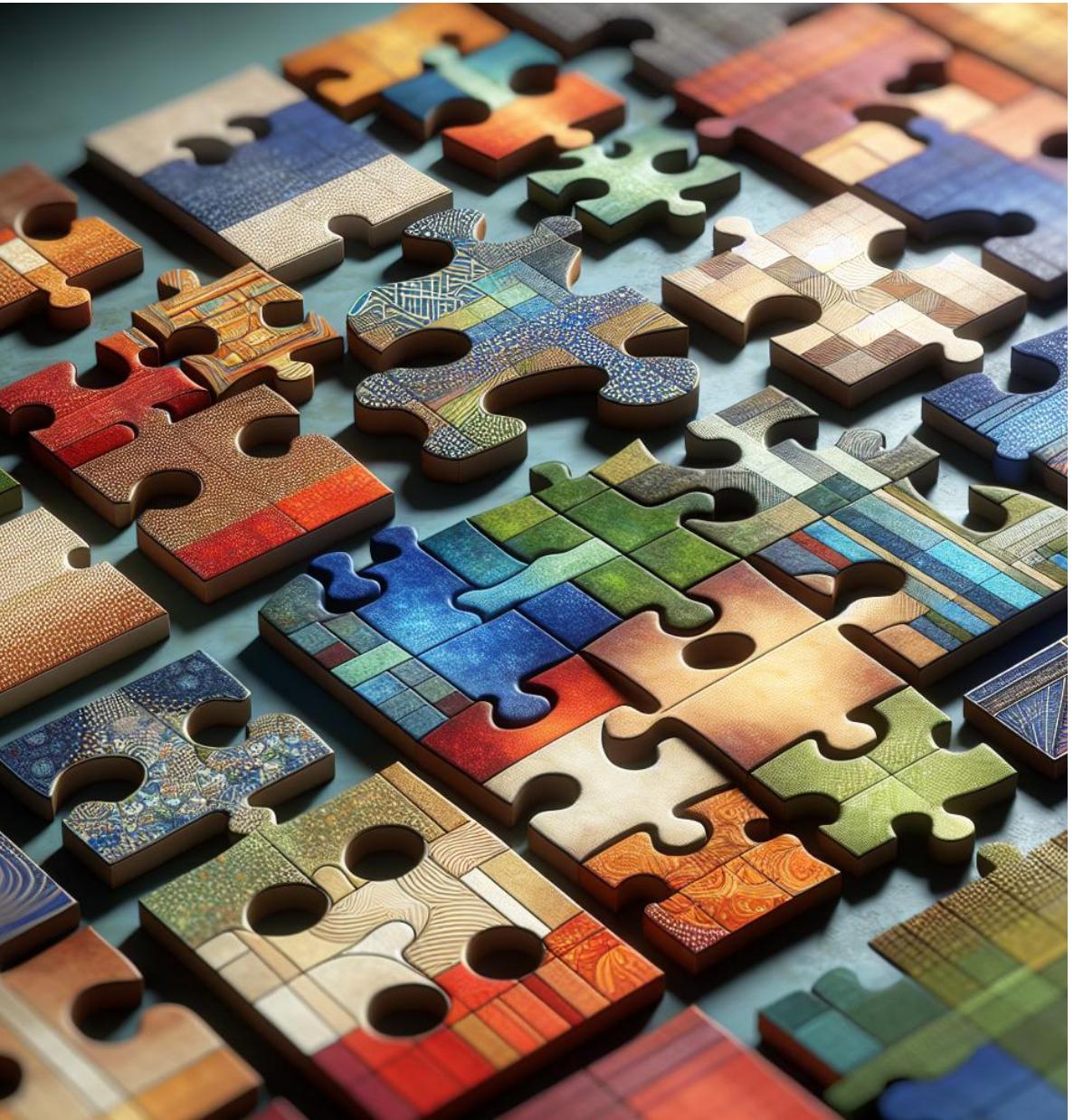
**Do you care about your students' wellbeing?
Do you care about their future?**

...yes? Then you should care about creating equitable and inclusive learning environments.

Photo by Afif Kusuma on [Unsplash](#)

Defining Diversity

What types of diversity
are represented among
your students?





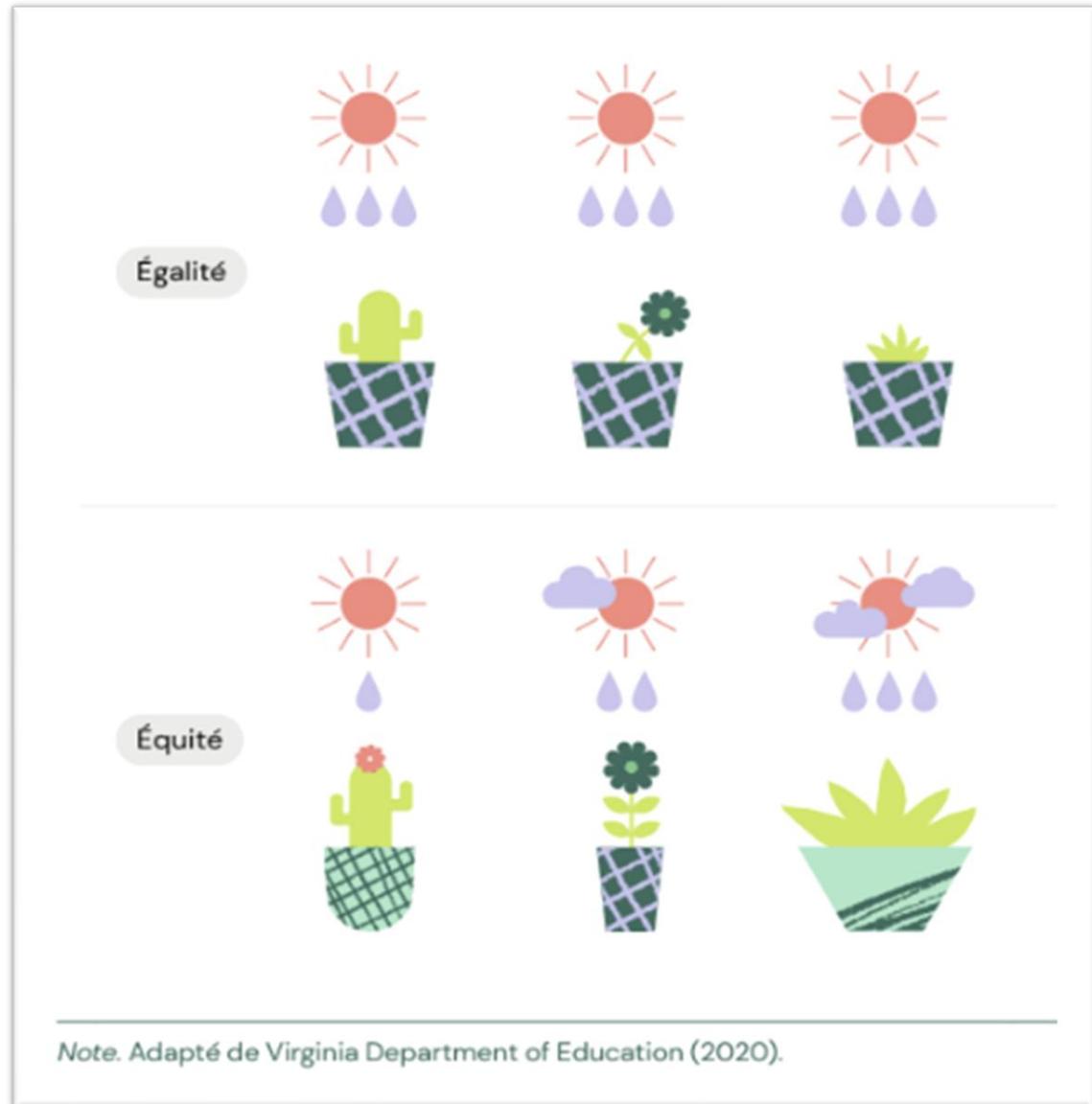
Diversity refers to the presence of differences within our group.

Diversity is about the variety of unique dimensions, qualities, and characteristics we all possess, and the mix that occurs in any group of people. Race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and other perspectives can make up diversity.

Defining Equity

Equity is not treating everyone exactly the same.

Equity is where everyone is treated according to their **diverse needs** in a way that enables all people to participate, perform, and **engage to the same extent**.



Note. Adapté de Virginia Department of Education (2020).

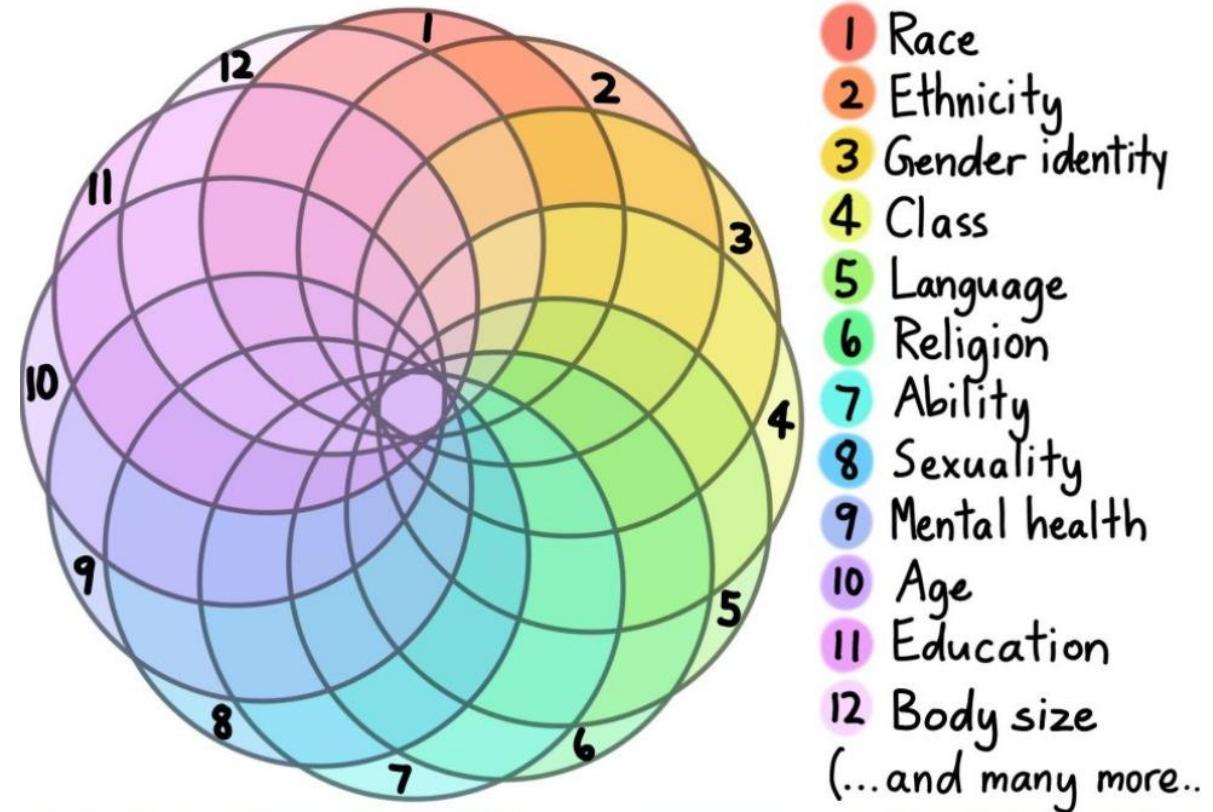
Observatoire sur la réussite en enseignement supérieur (2023). *Équité, diversité et inclusion (EDI) : au cœur de la réussite étudiante.* https://www.oresquebec.ca/wp-content/uploads/2023/07/EDI-au-coeur-de-la-reussite-etudiante_Dossier_2023.pdf

Defining Equity

Diverse needs come from diverse realities



INTERSECTIONALITY



Defining Equity

Diverse needs come from diverse realities

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

– Kimberlé Crenshaw –

@syraduckworth



**Do you have
examples of
equity measures
for your
students?**

Defining Inclusion

In the chat, how many of the following situations already happened to you? (Just write the number)

Feeling that you don't belong in your workplace, in your team.

Feeling that you can't fully be yourself at work or you have to hide parts of who you are.

Impression that your ideas are never listened to and valued.

Colleagues make jokes related to your gender, your sexual orientation, your age, your race, ethnicity, or any other aspect of your identity.

Defining Inclusion

Inclusion is creating a culture that embraces, respects, accepts, and values diversity.

It is a mindful and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential.

Two components need to be there to truly feel inclusion:

Sense of belonging AND valuing the uniqueness of individuals

Defining Inclusion

An inclusive climate can:

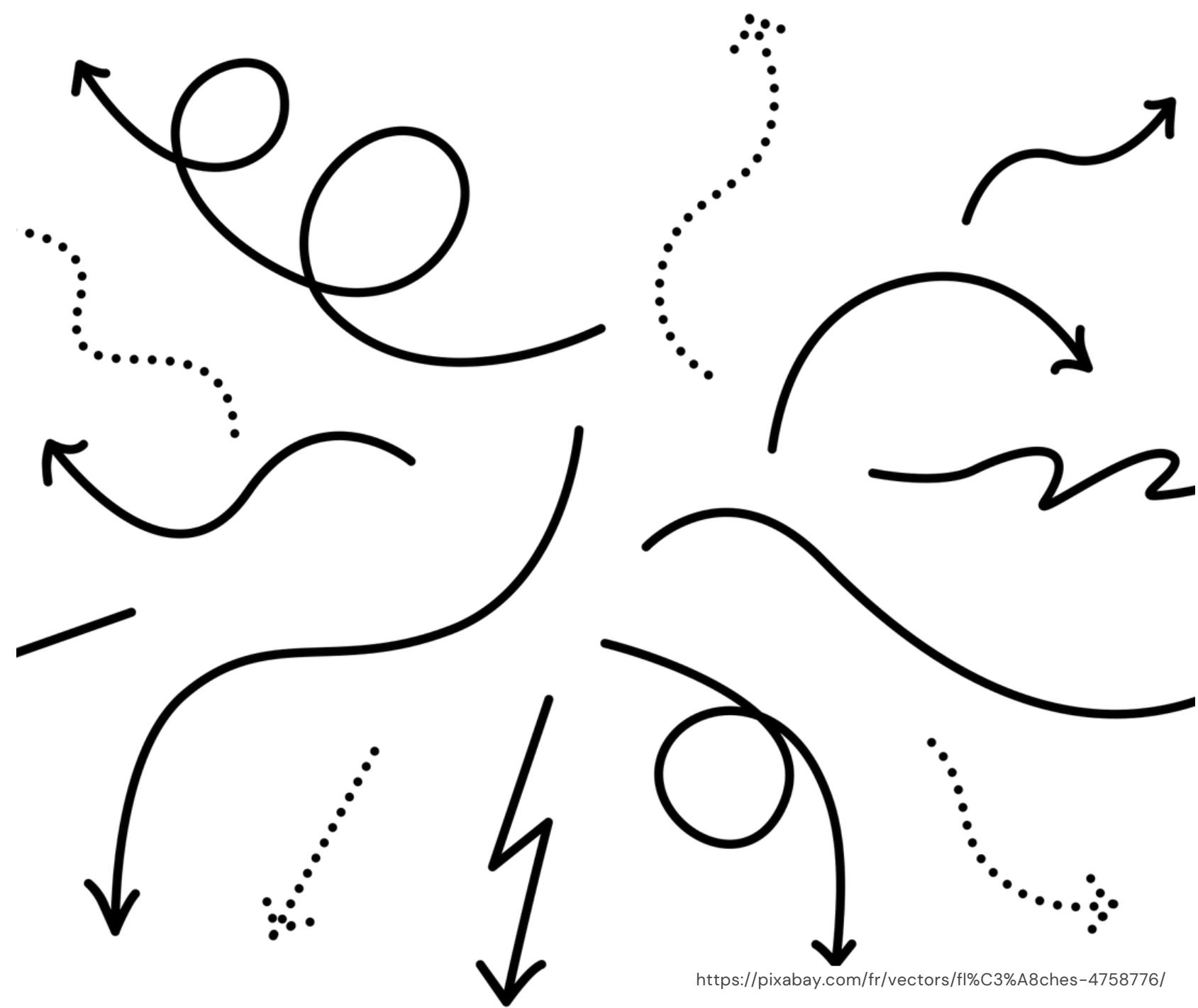


**Increase the retention
and persistence among
marginalized students**



**Increase academic self-
concept, self-efficacy,
intrinsic motivation, and
academic success**

The Big Challenge



The Big Solution

Create learning environments in which students have choices and flexibility.

That way, they could craft their own experience and feel like it's fair, they belong, and they can tap into their full potential.

Want to know concretely what strategies you can put in place to foster more equitable and inclusive learning environments?

Come to our next workshop:

Practical Strategies for Inclusive Adult Education



DAYS



HOURS



MINUTES

THANK YOU!

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Additional definitions discussed during the session

Equity-deserving groups: Groups of people who have been historically disadvantaged and under-represented. These groups include but are not limited to the four designated groups in Canada – women, visible minorities, Indigenous people, and people with disabilities – and people in the 2SLGBTQIA+ community, people with diverse gender identities and sexual orientations. This term is gradually replacing equity-seeking in Canada, as it takes the onus off of historically disadvantaged and under-represented groups and emphasizes that these groups are inherently deserving of the equity that they have historically been denied.

Marginalized groups: Members of society that face exclusion due to societal and systemic barriers. This term is still used in some pieces of legislation, however, equity-seeking groups or equity-deserving groups are more appropriate terms to use in most cases.

Oppression: Unjust treatment or exercise of power and control by some (privileged or dominant) group or groups of people over other (oppressed or subordinate) group or groups of people resulting from and maintained by social, systemic, and/or institutional values (including prejudice), policies, and practices. Oppression is manifest in the exploitation, marginalization, powerlessness, dominance over, and/or violence towards members of the subordinate group. Oppression can be overt or covert

Privilege: Unearned access, benefits, and opportunities possessed by members of a social group with a high level of power (e.g., white privilege, socioeconomic privilege, cisgender privilege). Privilege occurs when structures and institutions have been historically designed for the benefit of or to be accessed by a particular group.

Tokenism: Focusing on limited representation of under-represented groups for the appearance of being inclusive without any action towards meaningful inclusion.

Under-represented groups (URG): Groups that are not proportionally represented (compared to the population) in positions of economic influence and leadership, including on corporate boards and in senior management

Inclusive design: A design methodology that recognizes, considers, and involves the full range of human diversity. Generally used in digital and technology design, inclusive design aims to create flexible products that users can customize to meet individual needs rather than one-size-fits-all approaches. Inclusive design is facilitated through input from people with various perspectives, including a diverse range of people on the design team.