



Diversity builds strength

Inclusivity

Inclusivity is giving people a chance to bring their true selves to the Society without fear and share their cultural experiences. It is allowing new members to bring the Society:

- New perspectives;
- New values,
- New styles,
- New ideas; and
- New ways of thinking.

Inclusivity & Diversity

About Us

The Inclusivity & Diversity Committee's mandate is to provide equality and fairness to all and not provide less favourable facilities or treatment on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

Contact Us

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INCLUSIVITY & DIVERSITY

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INCLUSIVITY & DIVERSITY

*Royal Astronomical Society of
Canada*



Letting people be themselves.

What Do We Do?

- encourage the growth of diversity and inclusivity within the Society;
- educate members and Centres regarding issues involving inclusivity and diversity;
- represent the interests of members to the Board and the membership of the Society regarding inclusivity and diversity;
- act as a resource for information on inclusivity and diversity to Society members; and
- act as advocates to represent members with problems involving inclusivity and diversity and assist in mediation.

How Do We Achieve Diversity?

- Respect other's opinions;
 - Acknowledge cultural/generational differences and historical injustices without becoming defensive;
 - Respect others' identities;
 - Pursue opportunities to embody inclusivity and diversity; and
 - Work toward being an ally to people in a diverse community.
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W. H. Auden once wrote:

“Civilizations should be measured by the degree of diversity attained and the degree of unity retained.”

Don't:

- Stereotype;
- Judge others by your own cultural standards;
- Assume your culture's way is the only way;
- Talk down to anyone; or
- Assume everyone has the same knowledge as you do.



Diversity drives innovation.

“Diversity builds strength. Take a look at a circle; it faces 360 degrees looking outward and inward in all directions. David Bennett.”

What is Diversity?

Diversity is the interactive mosaic of people bringing a variety of backgrounds, styles, perspectives, values and beliefs as assets to our Society. It is developing common understanding in order to allow people to fully be themselves as members. It is recognizing the consequences if you don't permit members to bring their true selves to the Society. It is about creating an inclusive environment in which all members can contribute to our Society. Managing diversity focuses on maximizing opportunities for all members to contribute to our Society, thus ensuring success.