



EST. 1899

**United for Literacy**  
**Littératie Ensemble**



**Me**  
**We** and the  
**Community**

2023-2024

**Towards a United for Literacy**  
**Justice, Equity, Diversity, and Inclusion Strategy**

# Purpose

The Justice, Equity, Diversity, and Inclusion (JEDI) framework has been created by a United for Literacy advisory group that was formed to address systemic barriers to education, employment, community engagement, and social inclusion, and to promote equity, diversity, and inclusion within the organization.

The framework reflects the "All Welcome" philosophy that is at the core of all United for Literacy internal and external relationships, practices, and policies. The ultimate purpose of the JEDI framework is to advance equity within and beyond the organization and to reduce oppression and social exclusion of underrepresented groups across Canada through the power of literacy.

# Goals and Objectives

The goal of the JEDI framework is to further establish a workplace environment that promotes justice, equity, diversity, and inclusion within the organization specifically, but not limited to, the following areas:



Employee and employment practices



Internal and external communications



Working with learners, volunteers, and community partners and funders

# Guiding Principles

Our principles and actions are underpinned by respect for the dignity, rights, and full participation of all those who work and volunteer within the organization, and those who are served by the organization. Through a commitment to respectful communication, we are guided by the following principles, in alignment with the United for Literacy language guide:

✓ Accessibility

✓ Diversity

✓ Justice

✓ Anti-Oppression

✓ Equity

✓ Anti-Racism

✓ Inclusion

✓ System change and decolonization

# How does the framework come to life?

The United for Literacy JEDI framework comes to life in three spheres:



## ME (Individuals interacting with United for Literacy in any capacity)

- Individual learner
- Volunteer
- Employee
- Board member
- Individual donors
- Vendors

"As an individual, I want to feel safe, included, represented, listened to. As a United for Literacy staff member, I want to feel competent/trained to deliver my work following JEDI and accessibility principles"



## WE (How can we promote equity and inclusion within United for Literacy?)

"As an organization, we want to know what the JEDI needs are and deploy the tools, processes and policies to respond to those needs in consultation with all stakeholders. We want our learners, volunteers, staff, board members and partners to feel safe, included, heard, represented and well equipped to deliver and receive our services according to JEDI and accessibility principles."



## COMMUNITY (Partners, Funders, Donors, Vendors and Contractors)

"As a partner or funder, I want to ensure that United for Literacy has equitable and inclusive practices and policies, that United for Literacy's learners, volunteers and partners are being served/reached/included according to JEDI, cultural safety and accessibility principles. I want to see that United for Literacy is a proven ally of equity-seeking populations."

# Framework summary



## ME

Feeling safe, included and well-equipped

## WE

Offer safe and inclusive work/learning environment

## COMMUNITY

Be a proven ally to equity seeking groups

### Needs assessment

Chances for all to add to JEDI needs assessment and plan activation.

Organizational JEDI needs and priorities are assessed on a yearly basis.

External stakeholders are consulted for JEDI needs assessment.

**Key Performance Indicator:** The number of stakeholders that take part in needs assessment (e.g., learners, volunteers, staff, partners, funders)

### Accountability

Staff and volunteers apply JEDI values to their work.

JEDI KPIs are measured on a yearly basis.  
The JEDI committee monitors framework activities on an ongoing basis.

External stakeholders recognize our JEDI mission and values.

The President and CEO is a champion and has ultimate accountability for JEDI at United for Literacy.

**Key Performance Indicator:** The percentage of stakeholders who affirm that United for Literacy upholds JEDI values

### Human Resources and Culture

All staff and volunteers participate in JEDI education.  
Experience and expertise of staff and volunteers is valued and leveraged (e.g., sharing best practices, Internal Skills Development).  
Staff have opportunity to provide anonymous feedback on JEDI-related issues.

Overall organizational practices and approaches reflect JEDI principles.  
All feedback related to JEDI issues is addressed.

Information about JEDI is available to external stakeholders.

**Key Performance Indicators:** The percentage of staff and volunteers who agree that mechanisms to provide JEDI-related feedback are effective. The percentage of staff and volunteers who agree that mechanisms made available to acquire and share JEDI-related expertise are effective.

# Framework summary



	<b>ME</b>	<b>WE</b>	<b>COMMUNITY</b>
	Feeling safe, included and well-equipped	Offer safe and inclusive work/learning environment	Be a proven ally to equity seeking groups
<b>Program Delivery</b>	Staff and volunteers feel prepared to deliver programs anchored in JEDI principles and practices.	Staff and volunteers are prepared to deliver programs anchored in JEDI principles and practices.	Partners enjoy accessible and inclusive services, programs, and resources.

**Key Performance Indicators:** The percentage of staff and volunteers who feel more competent to apply JEDI practices. The number of learners and partners who agree that our services, programs, and resources are inclusive. The number of parents who agree that our services, programs, and resources are welcoming to their community.

<b>Impact Evaluation</b>	Staff and volunteers are trained on data collection methods that follow JEDI principles.	Where possible, learners, volunteers, and staff are part of impact evaluation design and recommendations.	Engage with external evaluation partners who share our values.  Collect and analyze feedback from diverse community partners, parents, and educators for our annual program reviews.  Share results and feedback from communities in public reports.
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**Key Performance Indicator:** The number of inclusive participatory evaluation methods that are applied to evaluation methods (data collection, analysis, reporting back to stakeholders)

<b>Communications</b>	Individuals have access to information about JEDI-related activities.	Regular promotion of JEDI initiatives/progress (internally).  Communications team has a permanent role on the JEDI Committee.	External stakeholders informed of JEDI initiatives.  Communications promote JEDI-based actions and allyship.
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**Key Performance Indicator:** The number of of publications and campaigns relating to JEDI on UFL channels

<b>Fundraising</b>	Staff understand and follow JEDI principles when interacting with funders.	Fundraising policy and activities align with allyship/JEDI principles.	Funders are informed of our commitment to allyship and JEDI principles.
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**Key Performance Indicator:** Fundraising Policy is reviewed with JEDI lens

# Learning together. Learning for all.



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