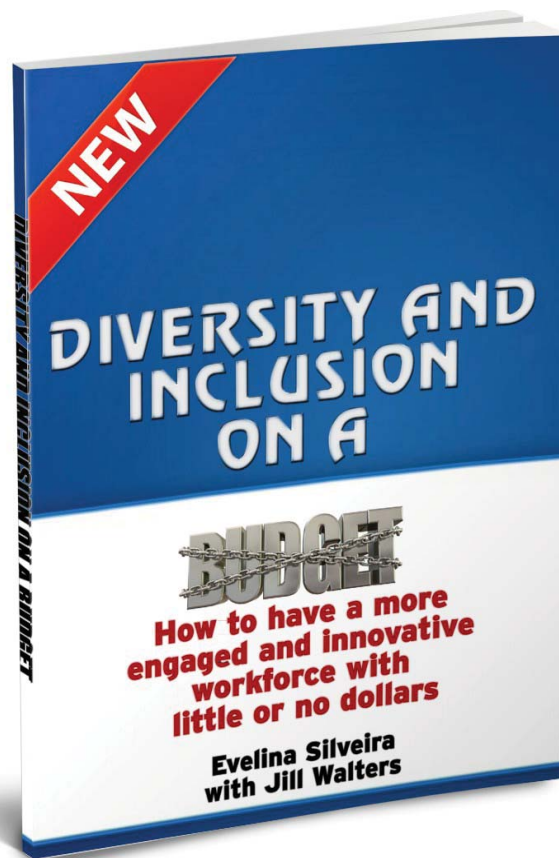




Diversity and Inclusion on a Budget

How to have a more engaged and innovative workforce
with little or no dollars



This Product Brought To You By:

Evelina Silveira and Jill Walters





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How to have a more engaged and innovative workforce
with little or no dollars

Evelina Silveira

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ABOUT THE AUTHORS

Evelina Silveira is the President and Principal Consultant of Diversity At Work, a seven-year-old workplace diversity management training and consulting firm, located in London, Ontario, Canada.

Evelina has been in the field of diversity and race relations in London for almost 20 years. Beginning her career in the human services sector, Evelina was one of the pioneers of ethno-cultural outreach in her community, which led to improved services for new Canadians in a host of programs including: health, employment, and woman abuse services. She also helped to coordinate the first study on immigrant professionals and tradespeople in London, and has worked to facilitate and cultivate linkages among employers and Aboriginal communities for the mutual benefit of job creation and employer equity goals.

Ms. Silveira was appointed to lead a dialogue group between Arab Muslim and Jewish women in London who were seeking to create a pocket of peace in their community for themselves and their children. This experience brought to light the importance of creating opportunities for honest dialogue between conflicting religious and ethnic groups.

She is known for her balanced, fair and pragmatic approach. Distinguishing herself from her competitors, Evelina is not afraid to tackle challenging diversity issues in both her consulting and training services with humour, respect and empathy. She has a well-deserved reputation for collaborative approaches, practical solutions and innovative problem-solving.

Evelina is the founder and editor of *The Inclusion Quarterly* an e-zine publication which is dedicated to best practices for managing workplace diversity, and is recognized internationally as a trusted, timely, and balanced source of information for diversity practitioners and senior managers.

She has been named to the Mayor's New Year's Honour List for outstanding contributions to Diversity and Race Relations for the City of London, 2012.





Jill Walters has been writing about workplace diversity for over a decade. Since 2006 she has been publisher of *Diversity! in the Workplace*, Canada's only monthly online newsletter dedicated to diversity and inclusion in the workplace, and is the producer of *The Diversity! Calendar*, the only complete, comprehensive, bilingual calendar reflecting the Canadian workplace and its heroes, and listing hundreds of multi-faith, multicultural and diversity-related holidays, festivals and observances, including explanations.





WHAT OTHERS ARE SAYING ABOUT THIS BOOK:

“Need some inexpensive ways to integrate diversity, inclusivity and accessibility in your organization? Diversity and Inclusion on a Budget gave me some great tips and tools to help build organizational commitment on our diversity journey.”

~**Mary Ryan, Manager Community Resources/Diversity & Inclusivity;
Southlake Regional Health Centre, Newmarket, Ontario.**

“If you think you don’t have the resources, money or time to make your organization inclusive, you need to read this book. The tips, and advice presented here demonstrate how even organizations that have “no” budget for diversity can make immediate changes. It's also a great book for any individual who wants to know what they can do to make a difference in their workplace.

~**Simma Lieberman, “The Inclusionist”, Simma Lieberman and Associates**

“In a time when we are even more pressed into doing more with less, finally we have a toolkit to do just that.”

~**Philippe Morin, Director of Continuing Education, Collège Boréal**

“The Diversity and Inclusion on a Budget workbook is a valuable resource filled with practical, ready-to-use information ideal for any NFP wanting to get up to speed with AODA legislation or to advance diversity and inclusion practices. No more excuses! The initiatives outlined in this book can be carried out with little or no cost.”

~ **Frances Ruffolo, Manager, Knowledge Exchange, Children's Mental Health Ontario**

“Diversity and Inclusion on a Budget brings together a large number of great resources in one handy place. By focusing broadly on diversity of all types, the authors have created a helpful guide for any size organization.”

~**Elizabeth Goldman, CEO, Perth & District Union Library**

“Changes that are transformational are often small and simple. And they are often free or very low cost. Diversity and Inclusion on a Budget is just right for those who want simple, inexpensive actions that even the smallest business can do.”

~**Dr. Linda Manning, Intercultural Economist,
Tranforming Hidden Talent into High Performance**





DEDICATION

This book is dedicated to all of those hard working and dedicated employees and managers who want to advance diversity and inclusion initiatives in their workplaces, but have been told “there’s no budget.”

It’s also a handy resource for diversity and inclusion consultants who have been entrusted to make substantial organizational changes, but have been advised that they have to work miracles with a budget which is pretty close to zilch.

The suggestions offered in this book will help you to stretch those dollars to get results, and be the diversity champion you always knew you were.





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I would like to thank several industry experts who, despite their limited personal time, were able to provide valuable feedback, encouragement, and enthusiasm throughout the writing process.

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I would also like to thank several industry colleagues who read Diversity and Inclusion on a Budget and provided feedback and endorsements:

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