

Equity, Diversity, Inclusion and Accessibility Toolkit for Community-Engaged Arts Activism A [LiSTEN](#) Initiative

How you can use this page:

The Listening to Change Toolkit is designed as a hub to support the LiSTEN project, and share resources related to listening, institutional change, and equity, diversity, inclusion, and accessibility (EDIA). This toolkit is an evergreen collection of resources and guides.

LiSTEN (Listening to Social Transformation through Engagement Network) is a multidisciplinary network of researchers, artists, and community partners collaborating to analyse, and create innovative responses to, our rapidly transforming Canadian society. We are listening both to understand and to make social change.

Why EDIA?

Equity, diversity, inclusion and accessibility (EDIA) are key principles for building sustainable and innovative research, educational environments, and teams. Aligned with Carleton University's commitment to integrate EDI in the University's core mission and values, the Listening to Change Toolkit focuses on supporting students, researchers, and community members with EDIA resources.



EDIA are key pillars that guide LiSTEN from governance to research questions. Following SSHRC (2022), EDIA is necessary for “creating the excellent, innovative and impactful research necessary to advance knowledge and understanding, and to respond to local, national and global challenges.”

According to the Tri-Council (2022) “Best practices in equity, diversity and inclusion in research practice and design” EDI stands for equity, diversity, and inclusion where:

- **equity** is defined as the removal of systemic barriers (e.g., unconscious bias, discrimination, racism, sexism, ableism, homophobia, etc.), enabling all individuals to have equitable opportunity to access and benefit from the program;
- **diversity** is about the variety of unique dimensions, identities, qualities and characteristics individuals possess along with other identity factors; and

- **inclusion** is defined as the practice of ensuring that all individuals are valued and respected for their contributions and are supported equitably in a culturally safe environment.

We also include **accessibility** in EDIA to assert that equity and inclusion are not possible without accessibility. Accessibility helps to ensure that all people are supported and have the opportunity to thrive. Accessibility refers to the practice and policy of ensuring that everyone can participate fully and meaningfully in society, and in the workplace. It means making information, physical spaces, activities, and services, amongst other things, easily accessible to persons with disabilities. Accessibility is about removing barriers to increase equitable access to opportunities and resources.^[1]

The tool kit was compiled by Gale Franklin and Ellen Waterman. For more information, contact Ellen at mssc@carleton.ca or visit <https://carleton.ca/mssc/research/listen/>

[1] [Guide on Equity, Diversity, and Inclusion Terminology.](#)

Integrating Equity, Diversity, Inclusion and Accessibility

Below you will find a list of toolkits to guide scholarship, teaching, planning and project management.

[Activating Inclusion Toolkit](#)

Designed by the University of British Columbia, this Toolkit includes tools for planning, learning and action to support EDI implementation.

[Advancing Justice, Equity, Diversity and Inclusion in Work Integrated Learning: A Toolkit for Employers and Community Partners](#)

Created by the Association for Co-operative Education and Work-Integrated Learning BC/Yukon, this toolkit offers practical guidance for applying a holistic approach to justice, equity, diversity, and inclusion in the workplace.

[DEI Toolkit](#)

The Training Resources for the Environmental Community DEI Toolkit provide the foundations to shift organizational values and increase organizational resilience.

[Guide to Addressing Equity, Diversity and Inclusion Considerations in Partnership Grant Applications](#)

The Social Sciences and Humanities Research Council of Canada guide outlines considerations for ethical research and EDI integration.

[Indigenous Education Digital Resources](#)

The University of British Columbia's Indigenous Education Digital Resources provides a range of reports and resources to integrate Indigenous perspectives into course design.

[Integrating Equity, Diversity, Inclusion and Indigenization \(EDI\) in Research](#)

Queen's University's Equity, Diversity, Inclusion and Indigenization in Research Modules offer resources and education for advancing EDI in research design, knowledge production and dissemination.

[Science is For Everyone: Integrating Equity, Diversity, and Inclusion in Teaching](#)

Developed for instructors by Carleton University, this Toolkit offers strategies and resources to diversify science education and promote principles of equity and inclusion.

Annotated Bibliographies and Topic Roadmaps

Arts Institutions in Change: A Collection of Contemporary Canadian Institutional Policies and Resources for Change [\[Insert link to PDF\]](#)

This bibliography was compiled in 2024 as part of the Listening to the Sound of Social Transformation in Canada project supported by a Multidisciplinary Research Catalyst Fund grant from Carleton University (2022-24).

In this document, you will find strategic plans, policies, and advocacy work that highlights the commitments, activities, and outcomes of arts institutions.

Introducing Critical Pedagogy: Basics and Transformative Approaches [\[Insert link to PDF\]](#)

This bibliography was compiled in 2022 as part of the Listening to the Sound of Social Transformation in Canada project supported by a Multidisciplinary Research Catalyst Fund grant from Carleton University (2022-24).

This annotated bibliography offers a starting point to consider the strategies and impacts of critical pedagogy.

Listening Bibliography [\[Insert link to PDF\]](#)

This bibliography was compiled in 2023/2024 as part of the Listening to the Sound of Social Transformation in Canada project supported by a Multidisciplinary Research Catalyst Fund grant from Carleton University (2022-24).

This bibliography and resource list offers an overview of some of the key research on listening in the fields of music and sound. It also includes research on listening from a range of scholars in anthropology, critical disability studies, Indigenous studies, and environmental studies, amongst others.

Survey of Community and Arts Organizations [\[Insert link to PDF\]](#)

This survey was compiled in 2022 as part of the Listening to the Sound of Social Transformation in Canada project supported by a Multidisciplinary Research Catalyst Fund grant from Carleton University (2022-24).