

Welcome to
the IDEa

CfE: Inclusion, Diversity,
and Equality agenda

A Work In Progress





Thought Leadership and Development (CfE) The Centres for Excellence

Identify, validate, engage and shape the global coaching, mentoring and supervision narrative, on selected issues most relevant to our target audience.

Copy & paste link below for more detailed information on CfEs
<https://emccdrive.org/qwsBNWFMNxl1cKJqM6gM3dD0czVlyoJQBbaQrykc>



The Centres for Excellence (CfE)

Inclusion, diversity and equality has been identified as one of a number of relevant issues to continue to be proactive on, if the EMCC Family is to achieve its purpose of developing, promoting, and setting the expectation of best practice in mentoring, coaching, and supervision, globally for the benefit of society.

For further information contact : linbert.spencer@emccglobal.org

CfE:IDEa's Mission is to:

1. **Demystify** the IDEa,
2. **Help the EMCC Family** to become even more inclusive and diverse organisations
3. **Support individual members** to become more inclusive practitioners so that mentoring and coaching helps workplaces and society to be more inclusive



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(The IDEa) Inclusion, Diversity and Equality agenda is about ...

Managing Inclusion

Valuing Difference

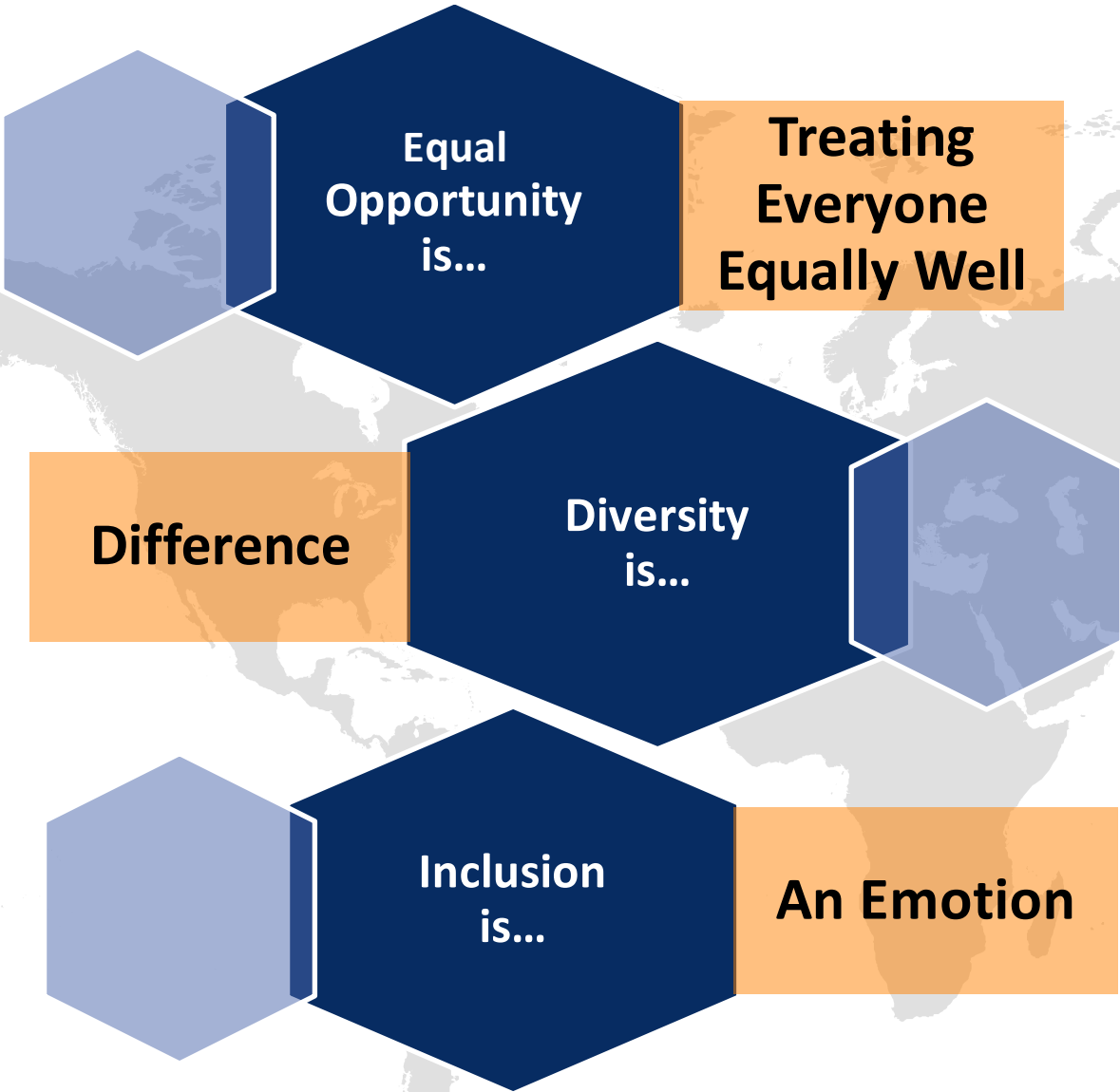
Promoting Equal Opportunity

Combating Discrimination



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What it is : Distinguishing The Terms



When I'm included I feel respected, valued, trusted, safe, have a sense of belonging and am able to be my best self and do my best work.

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The IDEa Matters Because it's ...

... AND it's underpinned
by legislation in many
countries.

Note that it's an **AND**,
it's not a because!

Morally Right

Socially Desirable

Economically Sensible

Vitally Important for Organisations



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The IDEa is vitally important for the EMCC Family because...



Reduces or avoids the cost of discrimination

Makes us more attractive



Makes us more creative & productive

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The IDEa has implications right across EMCC ...

Our Staff

Our Boards

**Our
Volunteers**

Our Members

Multiple Countries, Cultures, Laws, History and Background re the IDEa



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Ways you can be involved in the CfE:IDEa

Join the global conversation

- An open two hour meeting every two months

Participate in a regional conversation

- Regional consultations to help shape the 'high level framework' document of the IDEa

Co-facilitate a regional conversation

- Regional consultations to help shape the 'high level framework' document of the IDEa

Become a member of the Centre for Excellence

- CfE:IDEa – pulling the IDEa together and supporting the EMCC Family

Become a member of a Working Group

- Equal Opportunity/Diversity/Inclusion/Combating Discrimination

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