

WINS

Voices of Inclusion Canada

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Inclusion in a Divided World: The True Test of Our Times

As we publish this edition of Voices of Inclusion, the world around us to me feels increasingly fractured. Geopolitical tensions, polarizing public debates, and identity-based divisions are no longer distant or theoretical — they are deeply human, and they are here. Businesses, communities, and leaders are being drawn into these conversations, and rightly so.

We can no longer stand on the sidelines when Gandhi's words seem like a prophecy:



Our ability to reach unity in diversity will be the beauty and the test of our civilization.



This test is not just for governments or social movements. It's a test for all of us — especially those building/ leading organizations, shaping workplaces, and mentoring the next generation of leaders.

At Winning Inclusive Solutions (WINS) Canada, we believe that inclusion isn't just a social value. It is a civilizational necessity — and in today's climate, a moral and strategic imperative.

Some still attempt to separate "diversity" from what is "natural" — rejecting what looks, loves, or expresses itself differently. But this mindset defies both logic and lived reality. Diversity is not a disruption to nature — it is nature. It is how ecosystems thrive, how societies evolve, and how innovation emerges.

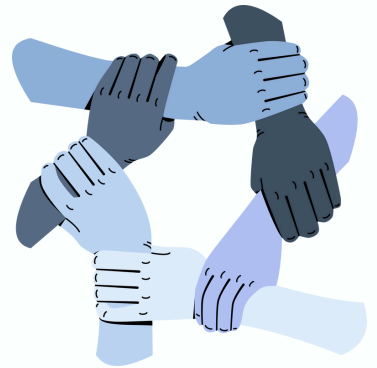
In a country like Canada, which has welcomed a vast number of immigrants in recent years, the next generation of Canadians will be more diverse than ever before. We are in the midst of a demographic transformation. With that comes responsibility. The future of this country depends on whether we can lay down a values-based foundation for tomorrow's leaders to grow — one that ensures workplaces are not just inclusive by design, but intentional in how they lead, nurture, mentor, uplift, and empower. This is the work of WINS Canada.



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Let's include your voice
in our next edition!

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This is the work of WINS Canada. Our mission has always been to create equitable, inclusive workplaces. But how we do this work — guided by our core values — is what makes it lasting and real. These values aren't abstract ideas; they are action principles that offer us a clear path forward in uncertain times. They can serve as a roadmap for organizations seeking to lead with purpose and inclusion in today's complex world.

Our Values — A Roadmap for Inclusive Leadership



Collaboration and Co-creation

Inclusion is not something one person can impose. It must be co-created through meaningful dialogue, shared effort, and collective ownership. We must work *with* people, not *on* them. Our next value of respectful dialogue is a step towards creating that collaboration and co-creation.

Respectful Dialogue

In divided times, respect becomes a radical act. Agreement may not always be possible, but respect is. Respect in our words, in our behaviour, and in the actions that impact others. How can we lead with dignity, empathy, and compassion? is a question to ask ourselves everyday — because inclusion starts with how we treat one another.

Openness to Change

True inclusion requires growth — of mindsets, systems, and institutions. Just as human beings are living, evolving organisms, so too are our organizations. If we do not change, we stagnate. But when we change with intention, we shape society — just as society shapes us. Workplaces are not isolated entities. They are part of a living ecosystem. By transforming them, we help transform Canada into a more just society for all.

Acceptance and Humanness

At the heart of exclusion is the refusal to accept someone's full humanity. Exclusion says: *you are not like us, you do not belong, you are less.*

We ask you to challenge that mindset by making room for the whole person — in all their complexity, vulnerability, and difference.

Acceptance is not agreement. It is the recognition that every human being deserves dignity, regardless of how they look, speak, live, or believe.





This is the essence of what we at WINS call Mandela's Way — an approach grounded in seeing people first as human beings. Mandela didn't excuse injustice or forget who had harmed him. But he also didn't let that justify cruelty, contempt, or exclusion in return. He refused to let difference — even painful difference — become a reason to deny someone's humanity.

In a world that often pressures us to pick sides and exclude those who are different, acceptance is a radical act. It reminds us that inclusion begins not with sameness, but with shared humanness — and the courage to honour it in one another.

To accept our own humanness — and that of others — is to disrupt the conditions that allow exclusion to take root. When we practice acceptance, we affirm that everyone — including ourselves — is worthy of belonging, not in spite of our differences, but because of our shared humanness. That is the foundation of inclusion.



World Focus

What happens here isn't separate from what happens elsewhere. Global events shape us — and we, in turn, shape the world. At WINS, we believe in the interdependence of all human beings. We are not separate from each other. That illusion — that what happens to someone else doesn't affect me — is logically flawed. When we understand that, division becomes indefensible. We are all part of one human ecosystem — interconnected and interdependent. That's why inclusion must be rooted not only in policy, but in a deep understanding of our shared humanity. **Our well-being is tied to each other's. Our future is shared.**

We at WINS Canada invite you to explore how these values can strengthen your leadership and organizational culture. Because inclusion isn't a side project — it's a test: a test for our institutions, our leadership, and our shared future. Let's rise to meet it.

**This article was written with improvements using ChatGPT.*

From the Newsstand

We're excited to announce that our online membership portal is now live!

Whether you're an individual committed to equity or an organization striving for meaningful change, we invite you to join our growing community of members and partners.

As a member, you'll gain access to curated tools, insights, and opportunities to connect, learn, contribute, collaborate, and advocate for inclusive workplaces across Canada.

Individual Supporters become part of a national movement for positive change, accessing thought leadership and building community with others passionate about equity.

Organizational Partners demonstrate their commitment to inclusion while benefiting from shared learning, visibility, and meaningful collaboration.

Join us today – and be an active participant in shaping a more inclusive and equitable future of work.

Become a Member or Partner!

<https://www.winscanada.com/registration>



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