

# 04

# Summary of EDI Training and Education Strategy Training groups

There are 3 major groups of stakeholders with different EDI journeys to consider. We recommend that each stakeholder group receive a mix of the following learning components to provide three types of learning, instilling a commitment to EDI with a sustainable change in behaviours.

#### **Executive Leaders\*, Mayor, City Council**



- Provide Leaders with EDI skills training to drive and role model EDI behaviours and decisions throughout the organization
- Educate Leaders on how to create a psychologically safe environment that fosters engagement and learning
- Build a network of EDI change champions to support individuals in their EDI learning journey

\*Executive Leaders as defined by the City's current training programs

### **People Leaders**



- Educate managers on how to foster a psychologically safe environment, encouraging employee participation
- Provide People Leaders with EDI competency on how to respond to exclusionary behaviours within their teams in a way that creates positive change
- Build a network of EDI change champions to support individuals in their EDI learning journey

#### **Individual Contributors**



- Increase employees' EDI awareness and educate them on the impacts of EDI and how to identify exclusionary behaviours and microaggressions
- Continue to provide employees with additional knowledge of how to appropriately take action when witnessing exclusionary or discriminatory behaviours
- Build a network of EDI change champions to support individuals in their EDI learning journey

### Learn by content



Videos



Microlearning



## Learn by doing



Action planning



Accountability

**Partner** 



Ally networks





Toolkit & nudge program

# 04

# Summary of EDI Training and Education Strategy Recommended training topics

Based on data collected with the EDI survey, Leader interviews, focus group sessions, and document review – it has been determined that a training focus in the following areas will have the greatest impact:

#### 1. Baseline EDI Training

#### WHAT

- ► Intersectionality
- ► Inclusive Language
- ► Conflict Resolution
- Allyship and Bystander Intervention

#### WHO

- Executive Leaders
- ► People Leaders
- ► Individual Contributors



#### 2. Cultural Awareness

#### WHAT

- Cultural Sensitivity
- ➤ Tools to reduce crosscultural misunderstanding and encourage crosscultural working relationships and community relations

#### WHO

- ▶ Executive Leaders
- ► People Leaders
- ► Individual Contributors

#### 3. Talent Management

#### WHAT

► How to consider EDI within key talent processes; sourcing talent, attracting talent, hiring, training talent, performance management, succession, leaves of absence

#### WHO

- ► Executive Leaders
- ► People Leaders



# 4. Inclusive Leadership Training: How to lead diverse teams

#### **WHAT**

- Inclusive Leadership Behaviours
- Learning to listen and listening to learn
- Supporting employees undergoing a genderaffirming transition
- ► Empowering women
- ► Empowering minorities

#### WHO

- ► Executive Leaders
- ► People Leaders

### 5. Bias Awareness Training

#### **WHAT**

Uncovering Unconscious bias – understand the various bias and how they might affect decisionmaking and interactions at work (ex. Name, Gender, The Halo Effect bias etc.)

#### WHO

- ► Executive Leaders
- ► People Leaders
- ► Individual Contributors



### 6. Anti-Racism/Anti-Oppression Training

#### WHAT

- Anti-Racism
- Privilege and Race Fluency
- Oppression and microaggressions

#### WHO

- ► Executive Leaders
- ► People Leaders
- ► Individual Contributors

