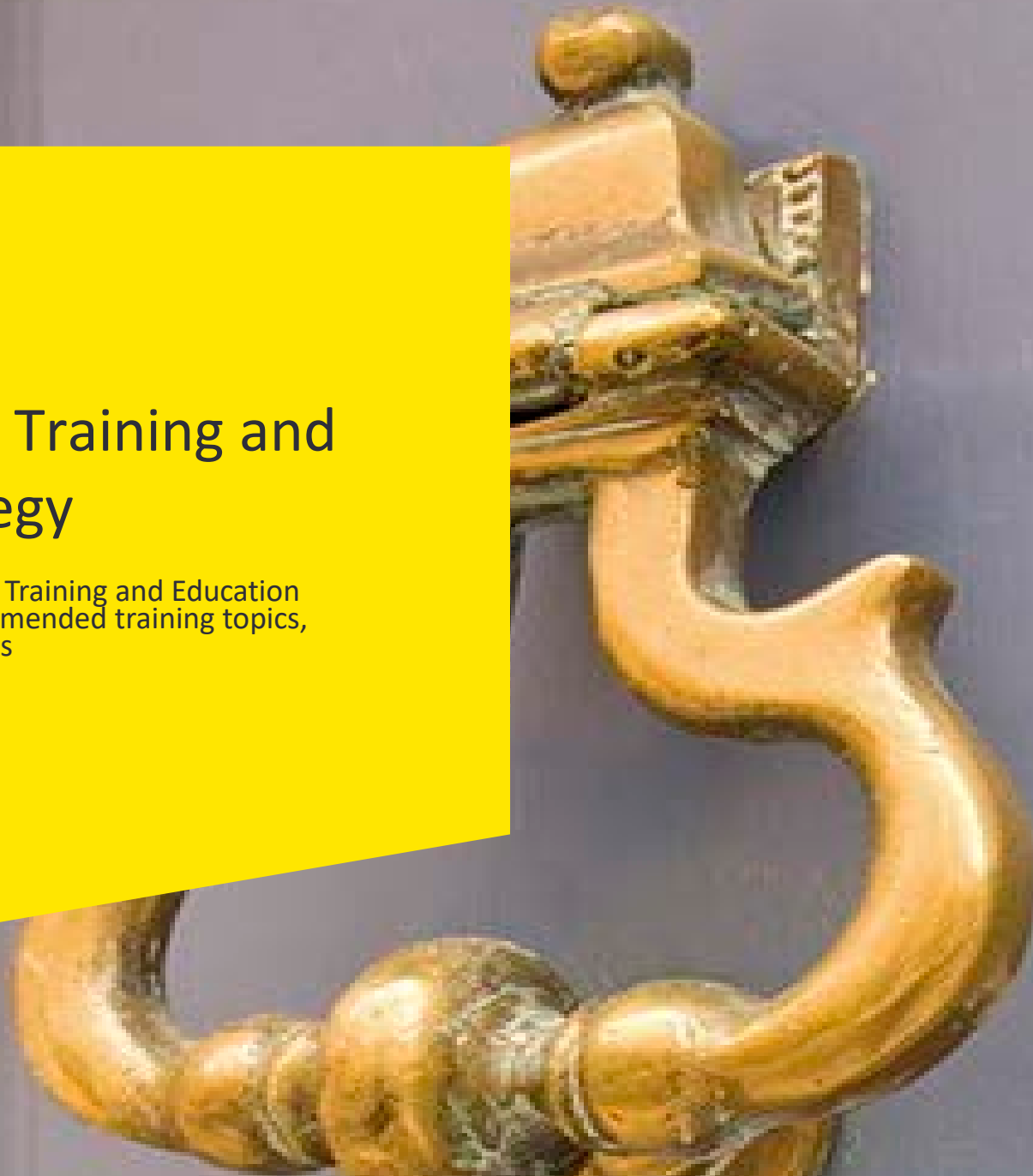


Summary of EDI Training and Education Strategy

- ▶ High level summary of the EDI Training and Education Strategy which includes recommended training topics, timelines and delivery methods



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.



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:

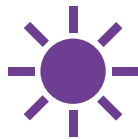
1. Baseline EDI Training

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 cross-cultural misunderstanding and encourage cross-cultural 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 gender-affirming 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 decision-making 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 micro-aggressions

WHO

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

