

Safe Harbour Group Training



Features of Safe Harbour Group Training	Benefits to Participants
<p>Part 1 E-Learning Workshop (70 mins)</p> <p><i>Complete Part 1 independently to develop a common understanding of diversity and some of the issues that lead to exclusion and discrimination. Completing Part 1 ahead of time prepares you for a more meaningful group conversation in Part 2.</i></p>	
<p>Build awareness of diversity</p>	<p>Become aware of and gain an appreciation for the multiple dimensions of diversity and broaden your understanding of culture.</p>
<p>Frame diversity as an asset and something which is of value to an organization</p>	<p>Acknowledge the value of diversity and consider how you may benefit from recognizing the diversity in workplaces and getting to know your co-workers and customers/clients on a deeper level.</p>
<p>Explore concepts: stereotype, bias</p>	<p>Develop an understanding of these concepts and consider the implications of each in work settings, e.g. how your bias or stereotypes may influence the way that you work with other people or how you perceive customers/clients.</p>
<p>Explore concepts: discrimination, prejudice</p>	<p>Develop a common understanding of these concepts and consider the implications of each in work settings, e.g. learn when an attitude or action is considered prejudice or discrimination and what the consequences may be.</p>
<p>Part 2 Face-to-Face Facilitated Workshop (2 hours)</p> <p><i>Participate in this interactive 2 hour facilitated workshop with your co-workers to learn from one another and develop ideas together for making your workplace more welcoming and inclusive.</i></p>	
<p>Explore concept of respect</p>	<p>Learn some of the many different ways the people you work with communicate respect. This can help you consider the importance of cultural sensitivity and could potentially reduce workplace conflict.</p>
<p>Define inclusion for your organization</p>	<p>Discuss with your colleagues what inclusion means in your organization and how you can make others feel included and valued. This can lead to important changes in your workplace that improve employee/customer satisfaction.</p>
<p>Work through exclusionary scenarios</p>	<p>Consider a series of scenarios and discussion questions on diversity issues in the workplace. Select 4 scenarios to work on as a group in Part 2 and come up with positive solutions together that are realistic for the work that you do.</p>
<p>Taking Action Questionnaire (Anonymous responses are shared with management)</p>	<p>Share your ideas with management for making your workplace more welcoming and inclusive and list a few actions you plan to take personally. This activity helps the learning stick. It's not about just taking the training—it's about how you apply the training that really matters!</p>

