

Are you a leader or change-maker who wants to foster an inclusive, diverse team and workplace? Do you want to grow a team of productive, innovative **people** who feel safe to be themselves at work? Are you **feeling the pull to becoming more informed and aware** — but you're just not sure where to begin, or how to do it in a way that really matters?

Do you want to avoid:

- **unknowingly** creating a toxic work environment
- conversations, meetings, and events where people **disengage and become disillusioned?**
- **not knowing** how to respond to questions about diversity and inclusion?
- **lack of innovation** caused by low cognitive or demographic diversity in your organization?
- having "good intentions", but **damaging impact?**

If the thought of starting conversations about equity, diversity, inclusion, and belonging in your organization or workplace feels overwhelming, **All In!** can help. This 6-week, engaging and accelerated learning journey, will support you to develop bias awareness, finely tune your words and strategies, and be ready for opportunities to create conversations that matter.

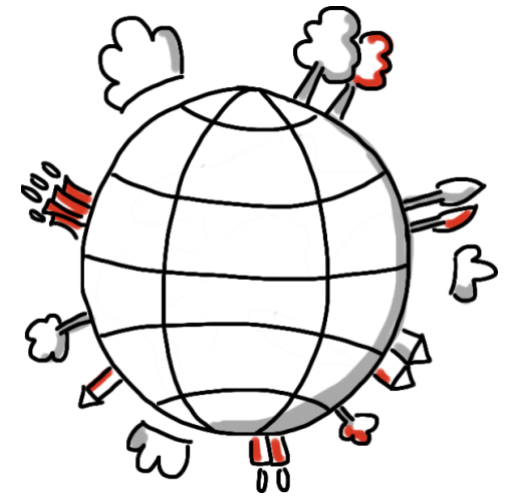
All In! will help you:

- Proactively support inclusion and belonging in your workplace
- Define and use key concepts related to equity, inclusion, diversity, and belonging
- Feel confident to interrupt unconscious/implicit bias and respond to microaggressions
- Explore and implement Anti-racist and reconciliation strategies
- Cultivate courageous conversations
- Embrace reactive and proactive allyship approaches
- **Shift from awareness to action**

Co-hosts, Mi'kmaw author and advocate, [Jenene Wooldridge](#), and queer advocate and facilitator, [Corrie Melanson](#), will guide you to connecting personal, interpersonal, and organizational change. You'll also learn from other inspiring professionals in your cohort.

The ALL IN! Training uses a flipped classroom approach, so you get access to content and resources to fit your schedule, with weekly live (recorded) sessions via zoom. Our learning approach is relational, reflective, and relevant to your organization. **We help you create psychological safety, increased effectiveness, and a leading-edge organization.**

Join us February 3-March 10th, 2022 (Live sessions are Wed 1-3pm AT). [CLICK HERE](#) for more information and to register.



FOCUS	LEARNING OBJECTIVES	RESOURCES
ORIENTATION	<ul style="list-style-type: none"> • Orient new participants to: • Course Platforms and Tools • Self-assessment • Learner’s Journey and Course Overview 	<ul style="list-style-type: none"> • Learning Journey • Safer Spaces Commitment • Equity-centred Learning Principles
1: REFLECTION & AWARENESS:	<ul style="list-style-type: none"> • Identify your power, privilege, and intersectional identities • Explore the continuum from self-awareness to action • Practice Principles of Learning • Practice the inner work of self-awareness 	<ul style="list-style-type: none"> • Inclusion assessment • Global glossary • Intersectionality checklist • Implicit Bias Article
2: INTERRUPT BIAS & MICRO-AGGRESSIONS	<ul style="list-style-type: none"> • Explore our implicit biases • Define microaggressions • Reflect on how biases can contribute to systemic inequity • Reflect on microaggressions you have witnessed, committed, or been the recipient of • Practice the inner work of empathy • Learn from a story of lived experience- Anti-Indigenous racism 	<ul style="list-style-type: none"> • Reconciliation Toolkit • Equity-centred communication Toolkit • 4 R’s (Relevance, Respect, Reciprocity, Responsibility) • TRC Booklet & Culture Card
3: APPLY AN ANTI-RACIST APPROACH:	<ul style="list-style-type: none"> • Explore our racial consciousness, race in our life • Define anti-racism and the impact of racism in Canada • Learn from a story of lived experience- Anti-Black racism • Reflect on the difference between individual and systemic racism • Practice the inner work of Self-regulation 	<ul style="list-style-type: none"> • Anti-racism Strategies Toolkit • Becoming anti-racist image • Race Card Project • Anti-racism scaffolding
4: EMBRACE ALLYSHIP:	<ul style="list-style-type: none"> • Define and explore our stories of allyship • Practice reactive and proactive allyship • Learn from a Story of lived experience- disability • Reflect on personal and professional opportunities for allyship • Practice the inner work of Self-education 	<ul style="list-style-type: none"> • Disability and Accessibility Toolkit • Allyship Toolkit
5: CULTIVATE COURAGEOUS CONVERSATIONS:	<ul style="list-style-type: none"> • Identify stories of courageous conversations • Courageous conversations compass • Learn from a Story of lived experience- 2SLGBTQ+ • Practice the inner work of Conflict competence 	<ul style="list-style-type: none"> • Gender and Sexuality Diversity Toolkit • Guide to Pronouns • Courageous conversations compass
6: SHIFT FROM AWARENESS TO ACTION	<ul style="list-style-type: none"> • Explore next steps in your learning journey • Reflect on where you are on the equity continuum • Explore diversity models for your organization • Use Diversity Works Case Studies 	<ul style="list-style-type: none"> • Inclusion Card Deck • Awareness 2 Allyship Checklist • Diversity Works Case Studies

*Access to all course resources for 1 year after course end.