Workplace Equity, Diversity and Inclusion

Impactful EDI strategies to unleash workforce potential and maximize organizational success
Why Choose Queen’s IRC?

Queen’s IRC focuses on developing and delivering human resources (HR), labour relations, (LR) and organizational development (OD) programs for busy practitioners.

- 85 years of evidence-based and practitioner-focused training
- In-person, virtual and custom programs available
- Coaching from industry leaders with real-world experience
- Certificate-based programs in HR, LR and OD
- Practical simulations and tools that apply to your work environment
The call for equity, diversity and inclusion (EDI) in our workplaces is everywhere – from our boards of directors, employees, organizational partners and in public conversations. While we may understand the importance of inclusive workplace cultures, we are less clear on how to get there.

This program equips leaders, managers and HR professionals with increased self-awareness, knowledge, skills and strategies to build and lead equitable, diverse and inclusive workplace cultures. Through an exploration of research, we will examine current human resource issues related to EDI and invite participants to deepen their appreciation of foundational concepts such as unconscious bias, individual identity and the use of power in the workplace.

A variety of strategies to support related organizational change will be explored. Participants will have the opportunity to use an EDI planning framework to explore how to create their own organizational EDI strategy.

Learning Outcomes

Personal Benefits

■ Provide clarity on concepts and definitions related to workplace EDI
■ Deepen awareness of the influencing factors related to EDI in the workplace
■ Enable participants to understand the importance of leadership in organizational EDI efforts
■ Understand how prioritizing issues of workplace EDI strengthens connections and success within the broader business community
■ Develop new skills and practices to enrich workforce and client engagement, including how to engage in complex discussions related to EDI
■ Construct a comprehensive EDI organizational strategy using an EDI planning framework and identify ways to measure related success

Organizational Benefits

■ Contextualize your EDI efforts and how they relate to best practice
■ Increase confidence in developing and implementing EDI initiatives
■ Explore the research about the ways EDI impacts organizational success
■ Identify strategies to plan for and implement an EDI strategy in your organization

Takeaway Tools

■ Curated resources related to current EDI research and best practice
■ A planning framework to support your organization’s planning and implementation of a comprehensive EDI organizational strategy
■ A template and checklist of considerations in conducting workplace EDI audits
■ A toolbox of strategies, including report templates, to use in your EDI efforts
Our module-by-module overview introduces the topics that will be explored in depth over the course of the program.

**MODULE 1**

**EDI Foundation Concepts**
- Enhance understanding of related concepts and vocabulary
- Explore core issues related to equitable workplace systems, diversity, and inclusivity
- Increase awareness about how individual identities shape workplace perceptions and experiences

**MODULE 2**

**The “Why” of Organizational EDI**
- Explore research that examines the benefits of prioritizing EDI
- Assess EDI’s impact on business success, governance, customer experience, and the broader community
- Identify barriers in organizational structures hindering equitable employment access and its impact on business

**MODULE 3**

**Diverse Identities and Inclusivity**
- Explore workplace identities and understand how they interact within a workplace culture
- Understand the impact of workplace culture, language, and vocabulary on employee experiences
- Recognize how language and vocabulary impact organizational culture
- Measure employees’ sense of belonging and understand how this relates to workforce potential

**MODULE 4**

**Bias & Assumptions**
- Recognize unconscious biases affecting work and perspectives
- Identify biases that surface in the workplace at individual and organizational levels
- Learn how identity shapes our worldview and influences our interactions with others
- Build strategies to mitigate bias in our human resource systems and structures
**Module 5: Inclusive Leadership**

- Define inclusive leadership and explore strategies to empower others’ success
- Address power dynamics in the workplace and their impact on employee experiences and organizational culture
- Develop skills for navigating complex conversations on EDI

**Module 6: Building an EDI Strategy**

- Review a three-phased approach to EDI planning and explore a framework to support its development
- Define your EDI goals and establish measures to monitor progress and identify success
- Explore change management issues that are important in your EDI planning
- Develop an EDI strategy for your organization to enhance engagement and implementation success
Facilitators and Speakers

Janet Stewart (Lead Facilitator)
Janet is an accomplished human resource leader with a deep understanding of both theory and practice. Her passion for strengthening human resource practices is informed by her experiences working in diverse human resource and labour relations roles – at both managerial and C-suite levels – within large, politically complex organizations. In her consulting practice, Janet works with organizations across Canada to help them augment performance by addressing gaps in human resource policies, procedures and structures. As a mediator and certified organizational coach, she also supports teams to enhance trust, improve communication and minimize interpersonal conflict.

Janet is particularly passionate about supporting organizations in their efforts to build diverse workforces and deepen respectful and inclusive workplace cultures. In this regard, she actively works with organizations to formally assess workplace dynamics, design improvement plans and implement strategies to address barriers to workplace equity, diversity and inclusion.

In addition to having a master’s degree in Adult Education, Janet holds a post-graduate Certificate in Organizational Coaching from the University of British Columbia, a Certificate in Organizational Development from Queen’s IRC, and a Certificate in Conflict Resolution from the Justice Institute of BC. She also completed the mediation program at the Harvard Law School Negotiation Institute. Janet is a Professional Certified Coach (International Coaching Federation), a Qualified Mediator (ADR Institute of Canada), a Certified Professional in Human Resources (BC & Yukon) and is PROSCI® change-management certified. She is a regular contributor to publications on topics related to human resource leadership.

Sena Paradis (Lead Facilitator)
Sena Paradis (she/her) is highly experienced in transformational leadership, change management, coaching and mentoring teams and leaders (present and aspiring) with strengths-focused approaches to empowered performance and wellness. She’s an International Coaching Federation certified coach who developed public service leaders. She built a specialization coaching equity-seeking groups, through programs such as the “Building Black Leaders” and “Mentorship Plus”, as well as through coaching executives and aspiring executives individually.

As a senior Government of Canada leader, she oversaw, coached and mentored interdepartmental federal negotiating teams. She managed large negotiating mandates and budgets, participating in various decision-making committees and leading approvals in complex organizational systems. Active in staffing, she was also regional Executive Co-champion for Wellness overseeing a committee and leading culture change based on staff engagement. She collaborated as part of an executive team to successfully re-structure negotiation Branches and re-organize Branch teams.

Sena received awards for collaboration within government and with Indigenous partners. She was Canada’s Chief Federal Negotiator to bring the Tla’amin Treaty into effect in 2016, in the Powell River area, and federal Negotiator for the Maa-nulth Treaty with 5 First Nations on Vancouver Island. She has more than 25 years of experience working directly with Indigenous Peoples, most recently implementing significant advances in partnering with Indigenous Peoples. She is highly experienced in intercultural relationships and reconciling worldviews.

The roster of facilitators and speakers may change. We will do our best to keep you informed of program changes.
Building Better Leaders