

AGENDA

Inclusive Success Strategies

Time	Subject	Content	Description
0:00 – 0:10	Introduction Program Objectives	<ul style="list-style-type: none">• Welcome Address and Introduction• Land Acknowledgement• Program Objectives• Special Responsibilities of Lawyers and Paralegals• Demographics Discussion	<ul style="list-style-type: none">• Presenter’s introduction• Recognize and honor the Indigenous peoples and traditional territories.• Outline the workshop’s goals and emphasize the importance of Equity, Diversity, Inclusion, and Accessibility (EDIA) in workplaces.• Highlight the obligations of legal professionals under human rights laws.• Examine current shifts in Canadian demographics, such as increasing cultural diversity, and discuss how these changes impact the legal profession, client interactions, and the need for legal professionals to adapt to a diverse client base.
0:10 - 0:25	Creating Healthy Workplaces	<ul style="list-style-type: none">• Generating a Healthy and Efficient Environment in Workplaces• Addressing Implicit Bias	<ul style="list-style-type: none">• Strategies for fostering a positive and productive work environment in the workplace.• Understanding and mitigating implicit biases to create an equitable and inclusive workplace.

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Transforming Workplaces: Integrating Equity, Diversity, Inclusion and Accessibility Strategies for Success

0:25 – 0:50	Understanding Equity	<ul style="list-style-type: none">• Defining Equity, Its Importance, and how It supports inclusion• Assertiveness and Sensitivity to Indignities	<ul style="list-style-type: none">• Exploration of equity and its role in promoting inclusion.• Developing assertive communication and understanding the impact of indignities.
0:50 – 1:15	Exploring Diversity	<ul style="list-style-type: none">• Understanding Diversity and Cultural Homophily• Diversity Trends and Challenges• Land Acknowledgement	<ul style="list-style-type: none">• Defining diversity, exploring cultural homophily, and strategies for addressing cultural differences.• Overview of current diversity trends and challenges.• Importance and incorporation of Land Acknowledgement.
1:15 – 1:35	Fostering Inclusion	<ul style="list-style-type: none">• Inclusion as a Fundamental Need• Cross-Cultural Communication• Inclusive Writing• Name Pronunciation	<ul style="list-style-type: none">• Importance of inclusion and strategies for fostering a culture of belonging.• Effective communication across cultures.• Using inclusive language in writing.• Importance of name pronunciation and respectful communication.
1:35 – 1:50	Implementing Accessibility	<ul style="list-style-type: none">• Accessibility Measures in the Workplace	<ul style="list-style-type: none">• Best practices for ensuring accessibility and creating an inclusive environment for all employees and clients.
1:50 – 2:00	Session Closing	<ul style="list-style-type: none">• Developing a Personal Improvement Action Plan• Knowledge Check	<ul style="list-style-type: none">• Steps to create actionable goals based on the workshop content.• A brief quiz or knowledge check to reinforce key concepts covered in the workshop and assess understanding.