

Building Healthier Communities

Opportunities for opening up the dialogue to begin to create a Safe, Welcoming and Inclusive community for ALL people

Our objective based on our funder's agreement is to support the creation of welcoming, inclusive and safe spaces for Communities of Colour, by working with mainstream organizations to address barriers to immigrant settlement and integration.

A major barrier identified by our clients is the frequent daily incidents of covert racism and resulting discrimination that they face in our communities. Research has proven that racial microaggressions and racism not only deny equal access to opportunities in society they also severely impact both the physical and mental health of communities of colour. If this remains unaddressed it is not only denigrating, humiliating, dehumanizing and can lead to long term chronic health issues but it's also an infraction of the Ontario Human Rights Code, the Canadian Charter of Rights and Freedoms and the Canadian Multiculturalism Act.

We believe that our community can be a welcoming, safe and inclusive space for ALL people and the way forward is through education along with a personal commitment to honest, truthful, authentic dialogue.

Our workshops are very interactive and grounded in the lived experiences of Communities of Colour in Northern Ontario. Workshops costs can be negotiated and are based on time frame, depth of content, organization goals and number of participants. Typically workshops can range in length from three hours to twelve hours and can be delivered in segments either in person or virtually.

Please contact us by emailing vindrasahadeo@nbdmc.ca to learn more.

In addition to the workshops outlined below, we are committed to working with you to identify the needs of your organization and design a workshop tailored to your needs.

Some of our workshops include:

1. **Equity, Diversity, Inclusion-An introduction**- This workshop gives an overview of EDI. Participants gain a deeper understanding on the concept and principles of EDI, how it relates to their organization and strategies to assess situations.
2. **Cultural Proficiency**- This workshop engages participants in deep dialogue that guides them in identifying their own culture and how it shapes their beliefs, values and perspectives and informs the organization policies, procedures and practices. It also allows participants to enhance their intercultural skills using the tools of Cultural Proficiency so that participants have the opportunity to move from wherever they may be on the cultural proficiency continuum to a

place of cultural proficiency where they not only demonstrate their value for difference but they commit to continuous leaning and advocacy for equitable outcomes for all.

3. **Implicit Bias/Unconscious Bias-** Participants learn skills to increase their capacity to uncover their own hidden biases and prejudices and see the connection between our lived experiences, culture and history in the formation of our biases. Participants have increased capacity to interrupt their own biases and initiate change that leads to authentic equity and inclusion for all.
4. **Level 1 Anti-Racism:** Participants learn about today's manifestation of racism, the dehumanizing impact on Communities of Colour and their role in perpetuating different forms of today's racism. Participants have an increased capacity to identify and interrupt today's covert racism.
5. **Level 2 Anti-Racism:** Participants learn about our shared history and the legal framework in place to address racism. Participants take a deeper dive into Institutional and structural racism and strategies to dismantle.
6. **Inclusive Organizations:** Participants learn strategies to assess their organization for authentic inclusion, the impact of the damaging power dynamics that exist among various groups present and strategies to engage in authentic inclusion and foster a sense of belonging
7. **Inclusive Classrooms:** Participants learn about the different levels of power and privilege that exist in the classroom and strategies to assess classroom spaces for authentic inclusion.
8. **Racial Harassment and Racial Discrimination in organizations:** Participants have increased capacity to identify organizational dynamics that are not only illegal but have a denigrating impact on Communities of Colour