

PSYCHOLOGICALLY SAFE AND INCLUSIVE WORKPLACES

FOR HR PROFESSIONALS, BOARDS, DIVERSITY & INCLUSION COMMITTEES, SAFETY PROFESSIONALS, AND ALL THOSE COMMITTED TO PSYCHOLOGICAL HEALTH & SAFETY, EQUITY, DIVERSITY & INCLUSION

THE WAY FORWARD: ORGANIZATIONAL INCLUSION

Everyone is responsible for creating psychologically safe and inclusive workplaces which results in increased employee engagement, retention, team productivity and innovation. This program supplies you with the knowledge and resources to develop individual, team and organizational psychological safety and inclusion initiatives.



Using the DISC® and Intercultural Development Inventory® assessments as well as the Guarding Minds at Work and Global Diversity and Inclusion Benchmarks, we have created a program that enhances team cooperation and organizational development.

PROGRAM OUTCOMES

UNDERSTANDING HOW DIVERSITY FLUENT TEAMS INCREASE PRODUCTIVITY

- Ability to describe individual and team behaviours to resolve differences, innovate and increase productivity
- Apply the DISC and Intercultural Development Inventory to foster team understanding and diversity intelligence
- Adapt to different communication and conflict resolution styles

CREATING PSYCHOLOGICALLY SAFE AND INCLUSIVE ORGANIZATIONS

- Assess organizational psychological safety practices to inform strategic direction/organizational initiatives
- Learn how to engage all levels of the organization in owning and contributing to a psychologically safe and inclusive workplace.

ESTABLISHING INCLUSIVE ORGANIZATIONAL CULTURES

- Dig deeper into why unconscious bias sets us up for exclusion and practice conscious inclusion
- Identify enablers/inhibitors to team inclusion and begin making meaningful changes in your organization
- Assess organizational inclusion strategies that can move the focus from **Inactive** to **Best Practice**

Michelle Devlin (she/her)

Michelle is a certified Psychological Health & Safety Advisor, EQI-2.0 and DISC facilitator. She specializes in fostering respectful and psychologically safe workplaces.

Erin Waugh (he/him)

Erin is certified in Diversity & Inclusion through Cornell University and is an Intercultural Development Inventory qualified administrator. He works with clients on strategy, learning and development for more inclusive workplaces.



PROGRAM OBJECTIVES

COURSE PRE-WORK: DISC AND INTERCULTURAL DEVELOPMENT INVENTORY

Participants complete two self-assessments: DISC and Intercultural Development inventory. These serve as the foundation for building your own diversity intelligence. Each assessment is debriefed by certified facilitators prior to the start of the course.

PSYCHOLOGICAL SAFETY IN YOUR ORGANIZATION

Participants explore and evaluate the factors that contribute to employees' psychological safety. They then discuss an organizational psychological assessment tool and think about how it would be actioned in their organization.

DIVERSITY FLUENT TEAMS

Participants complete NorQuest's online course, **Inclusion at Work** that outlines key concepts in EDI and explains individual/team level skills. They then look at how individuals/teams influence inclusive culture before developing a customized Team Charter to establish inclusive actions.

EQUITY, DIVERSITY & INCLUSION IN YOUR ORGANIZATION

Beginning with an overview and history of EDI in organizations, participants then explore how organizational policy and process influence inclusive culture. You will then be able to apply the **Global Diversity and Inclusion Benchmarks** as a tool to assess your organization's EDI maturity to determine key strategic directions.

PUTTING IT ALL TOGETHER/CELEBRATION OF SUCCESS

Participants will work independently or in small groups to present a spiritual/simple outline/implementation plan that incorporates one concept related to individual awareness, team inclusion or organizational development in the areas of psychological safety and inclusion. Head heart hands...celebration

LEARNING OBJECTIVES

Using the DISC® and Intercultural Development Inventory, participants will:

- Identify personality and IDI profiles as well as development plans for increased self awareness
- Understand the key skills in adapting across differences
- Develop strategies to support more effective communication

During this part of the course, participants will:

- Understand legal responsibilities associated with respect in the workplace
- Examine Guarding Minds at Work as an organizational psychological safety assessment tool
- Develop strategies for a continued commitment to psychological safety in their organization.

In establishing diversity fluent teams, participants will:

- Define key skills and competencies related to individual and team inclusion
- Identify inhibitors and enablers to inclusive organizational cultures (e.g., microaggressions, supportive contexts).
- Assess your team for Inclusion and develop and Inclusive Team Charter

For organizational EDI, participants will:

- Explain the business case for EDI according to your organizational mission, vision, values and purpose.
- Describe how the Global Diversity and Inclusion Benchmarks tool will help you assess your organization for EDI maturity
- Develop an EDI strategic direction for your organization
- Explore how specific EDI initiatives (e.g., Employee Resource Groups) can enhance employee engagement

To ensure the training has a long-term impact, participants will:

- Celebrate success by presenting key findings and strategies for development individually, on teams or within an organization.
- Outline cultural characteristics of your organization that can shift towards a more psychologically safe and inclusive climate.
- Express commitment to future learning and growing in the EDI conversation

Total participant learning hours: 22.5 hours
Pilot price: \$2115/person
DISC assessment and Intercultural Development Inventory included
*Prices do not include GST

METHOD OF DELIVERY: ONLINE
CLASS SIZE: MINIMUM 12 PARTICIPANTS; MAXIMUM 20

Online webinar classes run bi-weekly from Jan 22, 2021 to Apr 23, 2021

PROGRAM SCHEDULE

Support a psychologically safe and inclusive workplace by understanding the principles of respect, psychological safety and ways to foster equity, diversity and inclusion. This program supplies you with the knowledge and resources to develop individual, team and organizational psychological safety and inclusion initiatives.

DATE	TOPIC	HOURS	Class or Independent
Jan 11-22	DISC & Intercultural Development Inventory (Course pre-work)	2.5 hours	Independent
Jan 22	Introduction to Workplace Respect & Psychological Safety	3 hours	9:00am - 12:00pm
Feb 5	Commitment to Psychological Safety in your company & Diversity Fluent Teams	3.5 hours	9:00am - 12:30pm
Feb 5-19	Inclusion at Work (Online/Independent)	1 hour	Independent
Feb 19	Diversity Fluent teams (continued)	2.5 hours	9:00am - 11:30am
Feb 19-Mar 5	Creating Your Workplace Charter	0.5 hours	Independent
Mar 5	Equity, Diversity & Inclusion in your organization	2 hours	9:00am - 11:00am
Mar 19	Equity, Diversity & Inclusion in your organization	2 hours	9:00am - 11:00am
Mar 19-Apr 9	Global Diversity & Inclusion Benchmark Assessment	1 hour	Independent
Apr 9	Equity, Diversity & Inclusion in your organization	2 hours	9:00am - 11:00am
Apr 23	Putting It All Together/Celebration of Success	3 hours	9:00am - 12:00pm

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