

Diversity and Inclusion Training to Maximize Workplace Safety

An Occupational Health and Safety Training Opportunity offered by The Colbourne Institute for Inclusive Leadership at NorQuest College

15 Protected Grounds

Race. Religious beliefs. Colour. Gender. Gender identity. Gender expression. Physical disability. Mental disability. Age. Ancestry. Place of Origin. Marital status. Source of Income. Family status. Sexual orientation.

Psychological Safety Makes You feel:

- 1) Included
 - 2) Safe to learn
 - 3) Safe to Contribute
 - 4) Safe to Challenge the Status Quo-
- All without the fear of being embarrassed, marginalized, or punished in some way.

Psychological Safety Hazards

The underlying way to stay safe at work is by addressing psychological hazards.

Psychological hazards include:

- Harassment
- Violence
- Management style
- Workplace relationships

Hazards to inclusion are:

- 1) Hidden Status
- 2) Unconscious Bias
- 3) Microaggressions

Included vs Excluded

Inclusion makes you feel: motivated, creative, empowered, above and beyond, more effort, time flies.

Exclusion makes you feel: demotivated, critical, disempowered, less effort, time drags.

Employer Action Plan

- Develop a strong, thorough policy and procedure for violence and harassment.
- Train your staff in diversity, inclusion, and harassment & violence prevention.
- Integrate all of this into your safety program.

What can I do?

- Privilege checklists
- Calling out/calling in discrimination, harassment
- Informing yourself on the history
- Ask for training, policy (e.g., social media, anti-racism, workplace respect, etc.), procedure

Steps to Build an Inclusive Workplace:

- 1) **Assess:** Determine the climate for employees.
- 2) **Articulate** what inclusion is.
- 3) **Role model to demonstrate** what it looks like to be inclusive.
- 4) **Enforce and reinforce inclusion standards:** Actively guide and direct the behavior of employees. Team should be asking: what can and should I be doing to promote inclusion?

Global Diversity and Inclusion Benchmarks

Internal: Attract & retain people

External: Listen & serve society

Foundation: Drive the strategy

Bridging: Align & connect

Articulate Inclusive Standards

Create an Inclusion Charter and make agreements to work by.

Focus on inclusion, belonging, and uniqueness.

Harassment is...

Any inappropriate conduct or comment by a person towards a worker that the person knew or reasonably ought to have known would cause intimidation or humiliation.

Violence

Violence can be physical, psychological, domestic, or sexual.

Lagging Indicators

They're a record of things that have already happened. **Lagging** includes measuring statistics after the fact.

Leading Indicators

Leading Indicators focus on future health and safety performance with the intent of continuous improvement. They are a signal and monitor of what is being done on an ongoing basis to prevent workplace incidents.

Steps you can take for leading indicators:

Examples include:

- Training
- Diversity recognition
- Use of wellness programs
- Conducting surveys and audits
- Programs that drive wellness

Measuring Work Team Inclusion Questions

- I am treated as a valued member of my work group.
- I belong in my work group.
- I am connected to my work group.
- I believe that my work group is where I am meant to be.
- I feel that people really care about me in my work group.

Resources: <https://docs.google.com/document/d/1f2yVRseTPoynoDYK-3cNfZnkaL5rYKENEfm15mlO0/edit>

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