

Instructor-led Training for Organizations



Effectively managing inclusion, diversity, equity, and accessibility in the workplace.

CCDI Consulting Inc.
Consultation CCDI, Inc.

Welcome to CCDI Consulting

Canadian organizations seeking workplace inclusivity, diversity, equity, and accessibility (IDEA) can trust CCDI Consulting for expert guidance. Since 2015, we've provided training and development, measurement and analytics, and advisory services with proven solutions. Our team includes experienced professionals in workplace diversity and inclusion across various sectors.

Our mission is to empower clients to transform operations, creating measurable changes in the workplace. We believe IDEA is an asset and aspire to be a center of expertise for IDEA solutions.

Our journey has been marked by success, with multiple Canadian HR Reporter Readers' Choice Awards for Diversity/Employment Equity Consultants, recognition as a 2022 5-Star Learning & Development Training Provider by Canadian HR Reporter and being named a Canadian HR Reporter 2022 Best Places to Work winner.

So, pack your bags and join us on this exciting journey toward creating inclusive and diverse workplaces. With CCDI Consulting as your trusted guide, you can confidently reach your destination with sustainable and measurable results.





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What is Instructor-led Training?

As the name implies, instructor-led training (ILT) is any form of instruction that is presented live by a facilitator.

It may be conducted in person or in an online setting. While the concept is simple to understand, developing effective instructor-led training for adult learners is a complex challenge.

In designing our courses, CCDI Consulting adheres to the principles of Universal Instructional Design (UID). UID is a process that considers the potential needs of learners when designing and delivering instruction, to remove barriers and ensure the quality of the learning experience is consistent for all adult learners, regardless of their level of ability.

ILT has many benefits for attendees. It provides an interactive and immersive learning environment. Using a variety of learning methods can help attendees better acquire and retain information as it caters to different learning styles and helps to overcome learning fatigue.

By fostering attendee engagement and a collaborative learning space it can help employees share ideas and different viewpoints. It is also a cost-effective method of providing consistent learning throughout an organization.

Employers who offer instructor-led training gain many benefits including:

- Access to subject matter experts outside the organization
- Increased employee engagement
- Cost-effective delivery of training
- Interactive and focused training for adult learners



IDEA Essentials

Certificate Program

A general audience program for individuals with little or no background in the areas of inclusion, diversity, equity, and accessibility.

This program includes:

- IDEA Fundamentals
- Introduction to Unconscious Bias
- Respect in the Workplace





IDEA Fundamentals

Description

This session acts as an information session to ensure that everyone is on the same page about the topic of IDEA.

By leveraging the experience of participants through discussions and group activities, we explore our own dimensions of diversity and the benefits of creating an inclusive workplace.

Audience

From employees to managers to senior leaders and executives, IDEA Fundamentals is an introductory session suitable for everyone.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Differentiate between representation and diversity, and between equity, equality and inclusion.
- Understand how their own dimensions of diversity impact their worldview and workplace behaviours.
- Reflect on the diversity in Canada compared to the diversity in the labour force.
- Describe the business case for developing a work culture that values inclusion, diversity, equity and accessibility.

Agenda

- Definition of Terminology
- Diversity Dimensions
- Diversity in the Canadian Labour Force
- The Business Case for Inclusion, Diversity, Equity, and Accessibility



Introduction to Unconscious Bias

Description

This session tackles one of the most pervasive barriers to inclusion in the workplace: unconscious bias.

By leveraging the experience of participants through discussions and group activities, we explore the sources and mechanics of bias as well as its impact in the workplace. We then provide participants strategies that they can use to increase awareness and mitigate the impact of bias in the workplace.

Audience

From employees to managers to senior leaders and executives, our learning program adapts to the audience.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Differentiate bias, stereotype, prejudice and discrimination.
- Understand the sources of bias.
- Reflect on their biases.
- Recognize workplace behaviours and decisions that bias may influence.
- Apply strategies to manage the effects of unconscious bias in the workplace.

Agenda

- Definition of Terminology
- Brain Science and Bias
- The Impact of Bias: Discrimination, Micro-Inequities, and Micro-Aggressions
- Strategies to Manage Bias



Respect in the Workplace

Description

If left unchecked, disrespectful behaviours can set the path for micro-aggressions, harassment and discrimination to thrive.

That is why employees at all levels need to understand how respect is defined in the workplace, as well as examples of disrespectful behaviour in all of its forms, and strategies to address it effectively in the workplace.

Audience

This session is ideal for anyone who wants to gain deeper insight into how to recognize disrespectful behaviour and use strategies to respond to disrespect.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Interrelate diversity, inclusion, bias, stereotype, and respect.
- Assess the behaviours and attitudes that define respect.
- Distinguish between forms along a continuum of disrespect such as harassment, bullying, and micro-inequities.
- Implement suggested strategies for responding to these forms of disrespect based on their role and different situations.

Agenda

- Review Definitions
 - Respect
 - Concept, Kinds, and Elements
- Behavioural Continuum
 - Micro-Inequities, Micro-Aggressions
 - Harassment and Discrimination
 - Bullying and Violence
- Strategies to Address Disrespect



IDEA Essentials 2.0

Certificate Program

An intermediate level program for individuals who have completed the prerequisite IDEA Essentials Certificate Program.

This program includes:

- Managing Micro-Aggressions
- Moving from Unconscious Bias to Conscious Inclusion
- Understanding Privilege





Managing Micro-Aggressions

Description

If left unchecked, disrespectful behaviours can set the path for micro-aggressions, harassment, and discrimination to thrive. This session will provide participants with a deeper understanding of the types of micro-aggressions, with examples and case study scenarios. Participants will consider how they can respond as the recipient or witness of a micro-aggression, as well as how to respond if they have been called out as an initiator.

Audience

From employees to managers to senior leaders and executives, as well as people of all identities, anyone can benefit from learning more about micro-behaviours and the actions we can take when we come across them.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Identify different types of micro-behaviours.
- Apply strategies to respond in difficult situations, as the recipient of disrespectful behaviour, as a manager/people leader, and as the perpetrator.

Agenda

- What are Micro-Aggressions?
- Micro-Aggressions: The Experience
- Managing Micro-Aggressions
- Addressing Micro-Aggressions: Case Studies
- Micro-Affirmations



Moving from Unconscious Bias to Conscious Inclusion

Description

This session gives participants insight into how written and unwritten rules in an organization can negatively impact employees with diverse backgrounds and identities.

We will address types of bias, the potential outcome of unconscious bias in the workplace, and provide personal strategies to mitigate the impact of these biases.

Introduction to Unconscious Bias is the prerequisite for this course.

Audience

From employees, to managers, to senior leaders and executives, this session is accessible to all audience levels.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Recognize how organizational culture is formed and influenced by the members.
- Identify how our own diversity dimensions can contribute to our biases and impact on organizational culture.
- Develop practical strategies to mitigate our biases.
- Understand how to be an effective ally in the workplace, contribute to reducing diversity debt, and foster an inclusive culture.

Agenda

- Defining Ourselves
 - Understanding Privilege
- Organizational Culture
- Impact of Bias
 - Micro-Aggressions
 - Stereotypes
- Hold Everyone Accountable



Understanding Privilege

Description

This session explores the important but often misunderstood topic of privilege.

Participants will have an opportunity to understand this topic in depth and learn strategies to use their privilege in positive ways for their colleagues and organization.

Audience

This session is ideal for anyone who is interested in learning about what privilege is all about, the impact it can have, and strategies to use it for the greater good.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Define and identify their privileges.
- Reflect on the impact of privilege on themselves and others in their workplace.
- Learn and adopt strategies to use their privilege in positive ways for others in their organization.

Agenda

- What is Privilege?
- How Privilege Works
- How to Use Your Privilege Wisely
- How to be an Ally



Tackling Racism in the Workplace Certificate Program

A program intended for general audiences. This program is essential in helping learners build the professional competencies needed to navigate the subject of race and ethnicity in the workplace.

Courses in this program address a broad set of topics from the institutional origins of racism to how individuals can contribute to dismantling workplace racism through allyship.

This program includes:

- Being an Ally to Racialized People
- History of Racism and Colonization in Canada
- Introduction to Cultural Competence
- Race and Racism in the Canadian Workplace
- The Intersections of Race and Other Identities





Being an Ally to Racialized People

Description

This session focuses on learning what allyship means, especially when it comes to racialized people.

It presents strategies to effectively act as an ally and shares some actions that are counterproductive. The session also features a case study activity and practical takeaways that people can implement immediately.

Audience

From employees to managers to senior leaders and executives, as well as people of all identities, anyone can learn to become an ally and create a more inclusive workplace for all.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Understand the concept of allyship in relation to racialized people.
- Distinguish effective and less useful strategies of allies.
- Apply allyship principles in their workplace.

Agenda

- What Does it Mean to be an Ally?
- Act in Allyship with Racialized Folks
- Roles and Strategies
- Not Acting in Allyship: When is an Ally not an Ally?
- Case Studies
- Key Takeaways you can Apply Immediately



History of Racism and Colonization in Canada

Description

This session assists participants in understanding the impact and legacy of colonialism by examining the history of racism and colonization in Canada.

Audience

This session is ideal for anyone who wants to gain deeper insight into the history of racism and colonization of Canada, learn more about how these structures continue to create impact, and begin their anti-racist journey.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Evaluate the concepts, systems and policies of Indigenous peoples in place prior to colonization.
- Evaluate foundational laws that were used as tools of oppression.
- Reflect on the systemic racism against racialized populations that take place in Canada every day.
- Evaluate the current state of Canada by being able to recognize and address systemic barriers that continue to exist.

Agenda

- The Turtle Island
- Colonization
- Slavery and Immigration
- The Impact of Our History



Introduction to Cultural Competence

Description

This session supports a learner's self-exploration to understand the concept of cultural competence.

The objective of this program is to help participants understand the fundamental concepts of culture, so they can work toward being more culturally competent in their interactions with individuals from different cultures.

Audience

This session is valuable for team leaders at any level: middle managers, IDEA practitioners and senior leaders.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Identify the components of culture and cultural competence.
- Understand the role and benefits of cultural competence in business.
- Reflect on their own cultural competence.
- Apply strategies and steps to improve their own cultural competence.

Agenda

- Key concepts in Cultural Competence
- The Imperative for Developing Cultural Competence
- Dimensions of Culture: How do We Differ from Each Other?
- The Way Forward: Practical Methods for Developing Cultural Competence



Race and Racism in the Canadian Workplace

Description

Racism exists in Canadian society and, as such, it is important to look at racism in our work environments, as our workplaces are microcosms of the wider society. Race is a social construct, and can lead to biases, stereotypes and discrimination.

This session looks at ways in which racism shows up in the workplace. It outlines how organizations can move from inclusive workplaces to anti-racist workplaces and describes specific strategies to achieve this transition.

Audience

This session is for all who want to learn about how racism manifests in the workplace and to develop strategies that can lead to an anti-racist workplace.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Use appropriate terminology related to race and racism.
- Evaluate the impacts of racism in the Canadian workplace.
- Apply strategies to move from inclusive to anti-racist workplaces.

Agenda

- Breaking Down the Theory
- Racism in the Canadian Workplace
- Moving from Inclusive to Anti-racist Workplaces



The Intersections of Race and Other Identities

Description

This session focuses on the concept of intersectionality as it relates to race.

People at the intersections of race and other identities experience privilege and marginalization in different ways. It is important to understand that each of us is a unique intersection of identities and can experience marginalization in compounded ways.

Audience

From employees to managers to senior leaders and executives, and for people of all identities, this session can help everyone perceive themselves as intersectional individuals and create more inclusive workplaces.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Grasp the concept of intersectionality in relation to their own identities.
- Understand how the intersections of race with other identities can create compounded and unique marginalization.
- Realize the impact of intersectional identities in the workplace.
- Apply principles of intersectionality to help create inclusive workplaces.

Agenda

- Breaking Down the Theory
- Intersections of Race and Other Identities
- Intersectional Impacts in the Workplace
- Case Study
- Intersectionality in Practice



Building an Inclusive Workplace Certificate Program

A program intended for individuals and managers with some information and experience in inclusion, diversity, equity, and accessibility. It prepares participants with some of the best practices they can use to tackle pressing issues related to IDEA in the workplace.

This program includes:

- Gender in the Workplace
- Including Persons with Disabilities
- Indigenous Inclusion
- Race and Ethnicity in Canada
- 2SLGBTQI+ Inclusion



Prerequisite courses ▪ IDEA Fundamentals ▪ Introduction to Unconscious Bias ▪ Respect in the Workplace



Gender Diversity in the Workplace

Description

This session provides a strong foundation of knowledge on the topic of gender and how gender diversity impacts the workplace. Participants have the opportunity to reflect on their own gender identity.

The session addresses gender stereotypes as well as gender dynamics in the workplace. Participants will also learn about the concept of intersectionality through a gendered lens.

Audience

From employees to managers to senior leaders and executives, people of all gender identities can benefit from this session to create more inclusive workplaces.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Distinguish the concepts of gender identity, gender expression and sex.
- Interact and become familiar with diverse gender identities.
- Recognize the impact of gender stereotypes in the workplace.
- Use intersectionality through a gendered lens as a framework to relate to different experiences of privilege and marginalization around gender.

Agenda

- What is Gender?
- Digging Deeper: Exploring Gender
- How Does Gender Show Up at Work?
- Looking Through the Gendered Lens



Including Persons with Disabilities

Description

This session shares valuable information to better understand disability in Canada, its impact in the workplace, as well as important strategies to improve inclusion of persons with disabilities in the workplace.

Participants will reflect on able-bodied privilege, ableism, inclusive design, and accommodations.

Audience

From employees to managers to senior leaders and executives, and people of all abilities — everyone can contribute to a more inclusive workplace for all.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Use appropriate terminology related to disability and persons with disabilities.
- Better understand disability, its prevalence in Canada and its impact on the workplace.
- Implement strategies and principles to improve inclusion for persons with disabilities in the workplace.
- Recognize instances of ableism and able-bodied privilege around them.

Agenda

- Terminology
- Disability in Canada
- Impact in the Workplace
- Inclusion for Persons with Disabilities
- Addressing the Attitudinal Barrier



Indigenous Inclusion

Description

As part the recommendations laid out in the Truth and Reconciliation Commission (TRC) report, this vital session offers employers and team members the opportunity to build solid relationships with Indigenous communities and Indigenous team members, thus harnessing the strength of an engaged workforce.

We will help debunk some myths and give you access to data and information to help you build solid relationships with your local Indigenous community. You will also learn practical approaches to evaluate and improve your current strategy or to begin the development of your strategy.

Audience

From employees to managers to senior leaders and executives, as well as people of all identities, everyone has a role to play in reconciliation and developing awareness of the effects of colonialism.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Understand Indigenous identities.
- Bust myths about Indigenous peoples.
- Understand the purpose of reconciliation.
- Understand your role in reconciliation in the workplace.
- Review two TRC Calls to Action around employment.
- Discuss creating inclusive spaces in the workplace.

Agenda

- Indigenous Terminology and Demographic Data
- Myths and Misconceptions
- TRC, Reconciliation and Decolonization
- Leading Transformation
- Practical Steps for an Inclusive Workforce
- TRC Calls to Action 57 and 92



Race and Ethnicity in Canada

Description

This session examines the impact of race and ethnicity in Canada and provides the learner with suggestions on how to address racism at an organizational level. This is done by unpacking terminology, breaking down the social construct of race and manifestations of racism, and understanding the social and organizational impacts of racism. This session will also analyze strategies on how to build anti-racist workplaces.

Audience

From employees to managers to senior leaders and executives, and for people of all identities, this session can help everyone perceive themselves as intersectional individuals and create anti-racist workplaces.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Evaluate the difference between race and ethnicity.
- Recognize the impacts of race as a social and political construct.
- Stop using race to identify and refer to people.
- Start using ethnicity when identifying someone by their background.

Agenda

- Breaking Down the Theory
- Race versus Ethnicity in the Workplace
- Debunking Race and Acknowledging the Difference
- Knowing When to Use Perceived Race
- Knowing When to Use Ethnicity
- Knowing the Difference Between Your Own Race and Ethnicities



2SLGBTQI+ Inclusion

Description

This session provides important information about 2SLGBTQI+ communities, including terminology.

It helps participants reflect on their identities and better understand how to attract and retain 2SLGBTQI+ talent by creating inclusive workplaces.

Audience

From employees to managers to senior leaders and executives, and for people of all gender identities and sexual orientations, everyone can benefit from learning about 2SLGBTQI+ identities to create more inclusive workplaces for all.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- More comfortably use 2SLGBTQI+ terminology
- Differentiate between gender identity, gender expression, sex at birth, physical attraction, and emotional attraction.
- Identify strategies for talent attraction and talent retention through an 2SLGBTQI+ lens.

Agenda

- Language
- What's the Difference Between Sexual Orientation and Gender Identity and Expression
- Opposite Land
- The Way Forward
 - Talent Attraction
 - Talent Retention
 - Self-Identification



Building Psychologically Safer Workplaces

Description

In this session participants will learn how to create environments that promote psychological safety and well-being for individuals and groups. This course will explore the importance of creating psychologically safe places, the impact of toxic environments on mental health, and the key elements of a psychologically safe space.

Psychological safety is an environment where people feel comfortable sharing their thoughts and ideas without fear of negative consequences or judgment.

Through case studies, group discussions, and interactive exercises, learners will develop strategies for creating and maintaining a psychologically safe environment, including effective communication, active listening, conflict resolution, and emotional regulation.

Audience

For leaders, executives, and DEI team members. Clients may purchase this session as a standalone product, but it is suggested that they have completed IDEA Fundamentals, Unconscious Bias, and Respect in the Workplace, or equivalent.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Reflect on what safety means to you.
- Identify the essential qualities of a psychologically safe(r) space.
- Apply strategies to create psychologically safe(r) spaces within your workplaces.

Agenda

- What is Safety?
- Why is a Psychologically Safe(r) Space Important?
- Steps to Building Psychologically Safe(r) Spaces
- Case Study



Inclusive Communication

Description

This session focuses on inclusive communications by studying some of the ways we communicate.

We review barriers to inclusive communication, explore inclusive language and principles around different equity-seeking groups, and share some practical inclusive communication guidelines.

Audience

From employees to managers to senior leaders and executives, as well as people of all identities, anyone can learn to communicate more inclusively and integrate inclusive communication principles in their everyday work.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Evaluate how communication in the workplace may be interpreted.
- Compare the intent versus impact of communication.
- Respond to miscommunications.
- Apply some practical guidelines for inclusive communications.

Agenda

- Ways We Communicate
- What is Inclusive Communication?
- Addressing Barriers
 - Cultural Differences
 - Micro-Behaviours
 - Inclusive Language and Terminology
 - Accessibility Guidelines
- Call to Action



Inclusive Leadership

Advocating in a Time of Change

Description

This session is designed to help learners develop the skills and knowledge necessary to advocate for diversity, equity, and inclusion in their organizations and communities. Learners will discuss the continuum of inclusive leadership and collaborate to identify conscious steps that leaders can take to shift from being passive to an advocate for workplace inclusivity.

Through interactive exercises, case studies, and group discussions, students will examine the barriers to equity and inclusion and explore strategies for advocacy and allyship. The course will also inform and engage learners in discussing effective communication techniques and change management practices that are inclusive and people-centric. Learners will then have the opportunity in groups to discuss how to apply what they learned in various case study scenarios related to topics such as recruitment, promotions, team meetings, providing feedback, and introducing new processes.

Audience

Leaders who have an understanding and awareness on topics related to IDEA Fundamentals, Unconscious Bias and Inclusive Leadership: Harnessing the Six Essential Traits.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Recognize the importance of continuing to build onto your inclusive leadership skill set and competencies.
- Evaluate their influence as leaders on inclusive communication strategies and effective change management.
- Identify the next steps to advance their personal inclusive leadership journeys and cultivate an inclusive workplace environment simultaneously.

Agenda

- Review: Six Essential Traits
- Inclusive Leadership Continuum
- Inclusive Leadership in Practice
- Enhancers and Detractors
- Case Study



Inclusive Leadership

Harnessing the Six Essential Traits

Description

This session is designed to equip learners with the skills and knowledge needed to become effective leaders in diverse and inclusive environments.

Through interactive exercises, case studies, and group discussions, students will explore the six essential traits of inclusive leadership: courage, cognizance of bias, collaboration curiosity, and cultural intelligence. Learners will study how to cultivate these traits and apply them in their leadership roles to build diverse and inclusive teams, promote collaboration, and drive innovation.

This course will also cover strategies for creating an inclusive culture and addressing unconscious bias in the workplace. Participants will learn to identify and challenge their biases and develop tools for promoting diversity, equity, and inclusion within their teams.

Audience

Leaders who are starting in their IDEA journey. Leaders who have already done some preliminary work in Inclusive Leadership could begin with the Inclusive Leadership: Advocating in Times of Change session.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Evaluate the importance of being an inclusive leader and fostering an inclusive workplace.
- Reflect and discuss their strengths and developmental opportunities in inclusive leadership.
- Identify and commit to opportunities to apply inclusive leadership in the workplace.

Agenda

- What is Leadership?
- Traits of an Inclusive Leader
- Barriers
- Opportunities



Managing Bias in Hiring

Description

This session tackles the very practical aspect of hiring for an organization with an inclusive lens. Specifically, it addresses how to manage bias as part of the hiring process. We break down this process, identify the areas of potential bias that may hinder your organization, and offer solutions on navigating and minimizing bias from hiring.

Introduction to Unconscious Bias is the prerequisite for this course.

Audience

This session is for anyone, but may prove particularly valuable for hiring managers, IDEA leaders, recruiters, or anyone who is involved in or has an impact on the hiring process.

Primary Learning Outcomes

By the end of the session, participants will be able to:

- Identify when bias might affect hiring decisions.
- Recognize the possible consequences of bias in the hiring process.
- Develop alternative approaches to help minimize the effects of bias on hiring.

Agenda

- The Recruiting Process
- Managing Bias in Hiring: What are We Striving for?
- Bias Mitigation Principles
- Five Strategies to Reduce Opportunities for Bias
- Case Studies



Understanding Episodic Disabilities

Description

Episodic disabilities are life-long conditions — such as diabetes, HIV, cancer, and multiple sclerosis — marked by fluctuating, and unpredictable, periods of wellness and illness. The unpredictable nature of episodic disabilities can lead to several workplace challenges. This session provides an overview of the types of episodic disabilities as well as their prevalence. Participants will learn more about what they can do as someone living with an episodic disability, or as a manager or supervisor to create and maintain an inclusive workplace.

Audience

From employees to managers to senior leaders and executives, as well as people of all identities, nearly everyone knows someone who is living with an episodic disability. Anyone can benefit from learning more about the different types and the prevalence of episodic disabilities, as well as inclusive workplace strategies.

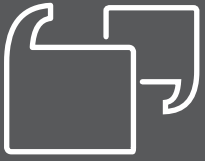
Primary Learning Outcomes

By the end of the session, participants will be able to:

- Identify types of episodic disabilities and their impact in the workplace.
- Identify workplace barriers.
- Reflect on workplace accommodations for employees living with episodic disabilities.
- Initiate conversations about episodic disabilities.

Agenda

- What are Episodic Disabilities?
- Episodic Disabilities and the Workplace
- Impact of Episodic Disabilities on the Individual
- What Can I Do...
 - As Someone With an Episodic Disability?
 - As a Manager/Supervisor?



Post-Training Facilitated Discussions

IDEA Reflections

IDEA conversations that drive progress

IDEA Reflections, a post-training facilitated discussion service, provides an opportunity for participants to reinforce their learning and deepen their understanding of inclusion, diversity, equity, and accessibility (IDEA) topics.

Led by our experienced and skilled facilitators, the discussion is designed to help participants collaborate, share their perspectives and experiences, and reflect on the key concepts covered in training.

Our facilitated discussions can be customized to meet the unique needs and goals of each client and their participants.

The duration of the discussion can be 60 minutes, and the format can be either virtual or in-person.

Our facilitators have extensive experience facilitating discussions on IDEA topics and are experts in their field. They are committed to providing a safe and supportive environment where participants can learn from one another and deepen their understanding of the topics covered in training.

Our post-training facilitated discussion service is open to participants of our Learning offerings for Organizations. Participants will have the opportunity to reflect on their learning, share their perspectives and experiences, and ask questions to seek clarification.

Our post-training facilitated discussion service is an excellent opportunity for participants to reinforce their learning and deepen their understanding of IDEA topics.

Contact us to learn more about our service and how it can benefit your organization.



Instructor-led Training

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“ I thoroughly enjoyed participating in the *Respect in the Workplace* session offered by CCDI Consulting Inc. Our trainer led an engaging and informative session. This was a great learning experience!

— Christina, Bishop's University