**DHR List of Trainings**

**Email: guerra@uoguelph.ca**

**Training, Education & Workshops on Equity**

**1-Principles of Belonging: Anti-Oppression and Anti-Racism**

Source: CourseLink [Homepage - Principles of Belonging: Anti-Oppression and Anti-Racism (uoguelph.ca)](https://courselink.uoguelph.ca/d2l/home/637122)

Training Description: By the end of this module, you should be able to:

1. Identify a core set of anti-oppression principles that illustrate how staff, students, and faculty can work collaboratively and supportively to ensure that all members of the campus community feel a sincere and authentic sense of belonging;

2. Apply a core set of anti-oppression principles to illustrate how staff, students, and faculty can foster an inclusive campus culture for thriving workplaces, impactful learning, and wellbeing for all community members;

3. Explain key anti-racism principles, and apply key concepts related to anti-racism, including race, racism, privilege, and power, to the campus environment;

4. Compare the concepts of diversity, equity, and inclusion and explain how these distinct concepts can be integrated to foster a sense of belonging;

5. Discuss barriers to full participation for equity-seeking groups on a university campus and describe how applying principles of inclusion, allyship, and anti-racism can foster a sense of belonging for all.

**2- Positive Space Project**

Source: CourseLink

Training Description: The Positive Space Project is a NEW initiative of two trainings aimed at increasing awareness of LGBTQ2SIA+ issues: one online and one through a virtual workshop. These trainings aim to increase awareness of LGBTQ2SIA+ issues on campus and transform the University of Guelph into a more welcoming environment for LGBTQ2SIA+ faculty, staff, and students.

**3- Principles of Equitable Recruitment. Unconscious Bias in the Faculty Hiring Process**

Source: CourseLink

Training Description: In this module, we will discuss the context for equity, diversity, and inclusion in the postsecondary sector; examine unconscious bias and how it manifests; and provide a series of suggested steps and best practices that every hiring committee can undertake to bring an equity and inclusion lens to the recruitment and selection process. Each route will be examined in detail, along with strategies to minimize bias at every step of the process.

Learning Outcomes

By the end of this module, you should be able to:

1. Contextualize the goals of employment equity within the department and faculty hiring process;

2. Define unconscious bias, how it manifests in individuals, and how it manifests within the faculty hiring process;

3. Identify strategies and challenges to minimize unconscious bias from impacting decision-making and interpersonal interactions within the search committee; and

4. Apply an equity, diversity, and inclusion lens to the faculty hiring process, in a methodical, deliberate step-by-step fashion.

**4- Equity Essentials: Call it out? Identifying and Responding to Microaggressions**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: This session will explore how to engage critically in anti-oppression and provide frameworks for engaging in anti-oppressive practices at the University. Anti-oppression is an ongoing and active process of recognizing and addressing individual, institution, and systemic oppression. Applying an anti-oppressive frame to our work is essential to cultivating an inclusive campus where every individual experiences a sense of belonging. This session will identify the systems and attitudes that contribute to microaggressions and discuss strategies for responding effectively.

By the end of this workshop, you will:

• Gain a broader awareness of how oppression affects the lived experience of equity-seeking groups, and the specific context of EDI on post-secondary campuses.

• Understand how dominant groups perpetuate, actively or unconsciously, oppression.

• Be able to apply key concepts related to anti-racism, oppression, privilege, and tokenism.

• Understand how unconscious bias affects individuals and communities; and

• Be able to identify microaggressions and apply appropriate and effective responses to microaggressions.

**5- Opposing Oppression: Building Equity, Diversity, and Inclusion Competencies**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: This interactive session will engage critically with anti-oppression frameworks and suggest ways to apply an equity and inclusion lens to learning and working environments. Anti-oppressive action involves both critical and practical examinations of individual, interpersonal, systemic, and cultural barriers to full participation for equity-deserving groups. This session will explore equity and inclusion throughout in various aspects of University life and also prompt discussions about equitable and inclusive classrooms, workplaces, interactions, and dialogue. It will provide concrete suggestions for identifying and interrupting oppressive behaviours.

Learning Objectives:

Gain a broader awareness of equity and inclusion in teaching and learning and understand connections between a sense of belonging and departmental excellence

Identify and apply key concepts, including diversity, equity, inclusion, and anti-oppression to learning and working environments

Identify barriers to identifying and interrupting oppressive behaviours

Identify concrete strategies to interrupt oppressive behaviour and develop a shared sense of accountability

Contextualize discrimination, harassment, inequitable behaviour, and prejudice as existing within a complex web of intersecting systems of oppression, such as racism, sexism, homophobia, transphobia.

**6- Inclusive Leadership: Applying Anti-Oppressive and Anti-Racism Lenses to Decision-Making (Staff)**

Session Overview:

This session will explore how to engage critically in anti-oppression and anti-racism and provide frameworks for engaging in equitable and inclusive decision-making at the University. Anti-oppressive leadership involves both critical and practical examinations of individual, interpersonal, systemic, and cultural barriers to full participation for equity deserving groups. Applying an anti-oppressive lens to our work is essential to cultivating an inclusive campus where every individual experiences a sense of belonging.

Learning Objectives:

1.           Gain a broader awareness of equity in the post-secondary context and understand connections between a sense of belonging and institutional excellence

2.           Identify and apply key concepts, including diversity, equity, inclusion, anti-oppression, and anti-racism

3.           Apply an equity and anti-oppression lens to leadership and decision-making and critically reflect upon the measurable effects of inclusive leadership

4.           Identify and apply anti-oppressive frameworks that act as catalysts for individual, interpersonal, systemic, and cultural changes

5.           Understand how racial privilege and bias affects individuals and communities; and

6.           Be able to identify ways to implement anti-racist and anti-oppressive frameworks in our campus spaces and interactions.

**7- Opposing Oppression: Applying Equity and Inclusion Lenses to Teaching & Learning**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: This interactive session will engage critically with anti-oppression frameworks and suggest ways to apply an equity and inclusion lens to teaching and learning. Anti-oppressive teaching and learning involves both critical and practical examinations of individual, interpersonal, systemic, and cultural barriers to full participation for equity-deserving groups. This session will explore equity and inclusion throughout the teaching & learning life cycle and prompt discussions about equitable and inclusive pedagogy, curriculum design, instruction, and classroom environments.

Learning Objectives:

1. Gain a broader awareness of equity and inclusion in teaching and learning and understand connections between a sense of belonging and teaching excellence

2. Identify and apply key concepts, including diversity, equity, inclusion, and anti-oppression to the teaching & learning life cycle, instructional and curriculum design, and facilitation

3. Identify and apply anti-oppressive frameworks that act as catalysts for individual, interpersonal, systemic, and cultural changes

4. Be able to identify ways to implement anti-oppressive frameworks in teaching and learning.

**8- Opposing Oppression: Applying Equity and Inclusion Lenses to Research**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: Session Overview:

This interactive session will engage critically with anti-oppression frameworks and suggest ways to apply an equity and inclusion lens to research, stakeholder workshops, and administrative service. Anti-oppressive research, educational training, and provision of administrative services to a diversity of clients and stakeholders involves both critical and practical examinations of individual, interpersonal, systemic, and cultural barriers to full participation for equity deserving groups. This session will explore equity and inclusion throughout the research life cycle and prompt discussions about equitable and inclusive educational training, and administrative service delivery.

**9- Roundtable Discussion on Anti-Racism**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: This is a facilitated discussion on anti-racism. Participants will receive a package of resources to review before the conversation. At the session, participants will share their thoughts on the readings, particularly on core concepts like racialization, racism, white fragility, and allyship. Through the discussion, participants will identify their allyship strengths and the ways in which they can improve their capacity for allyship.

**10- Equity Essentials: Intersectional Allyship**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: In this hands-on workshop, participants will explore how tangible and successful allyship happens on the ground. First, participants will reconnect with baseline knowledge about power, privilege, identity, and intersectionality. Then, participants will explore what allyship means on the ground and how they can

become more effective allies. What does it mean to be an ally? How does allyship differ across various identities and various issues? When should an ally step in, and when should an ally defer to someone else? We'll discuss all these strategies and more.

**Training, Education & Workshops on Human Rights**

**1-Human Rights Fundamentals: Anti-Discrimination and Harassment Anti-Discrimination and Harassment for Staff & Faculty with Non-Supervisory Duties.**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: This interactive workshop encourages participants to move beyond the text of Ontario’s human rights legislation to understand how legal requirements affect our day-to-day work. How do we identify when behaviour is harassment or discrimination? How do we know when behaviour rises to the level of a human rights violation? What is a reasonable response to a complaint in the circumstances? How do we prevent human rights violations from occurring in the first place? This workshop provides tools and strategies to respond to each of these questions.

**2- Human Rights Fundamentals: Anti-Discrimination and Harassment for Staff & Faculty with Supervisory Duties**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: The workshop targeted to supervisors will discuss how they can create a positive working environment, restore a positive working environment if human rights violations occur, and respond adequately and effectively to human rights concerns.

**3- Sexual Violence Prevention and Supports for Faculty & Staff**

Training by request via Teams or Zoom (email: guerra@uoguelph.ca)

Training Description: The workshop talks about policy and procedures to address sexual violence. It explains what Alternative Resolution is and what is the formal complaint process.

**Training, Education & Workshops on Accessibility**

**1-Making Education Accessible**

Source: CourseLink

Training Description: The goal of this module is to increase awareness about ways to foster inclusive learning experiences for students with disabilities. The module explores the importance of accessible education and the legislative framework of the Accessibility for Ontarians with Disabilities Act (AODA), reviews the concept of Universal Instructional Design (UID) and its seven underlying principles, and provides you with tools to consider concrete ways to incorporate accessibility into your teaching. You will also receive a record of participation.

**2- Accessible Service Provision**

Source: CourseLink

Training Description: This module explores the importance of accessible services and will use the knowledge you have gained to incorporate accessibility into planning the delivery of services. You will learn to recognize current barriers for persons with disabilities in existing services and how to help persons with disabilities access those services. You will also receive a record of participation.