

Our Learning Modules

Equity-centred Learning and Development

We offer online learning modules and customized group reflection sessions on the foundations of Justice, Equity, Diversity, and Inclusion (JEDI) and their applications as leaders and in organizations.

Through these modules and reflection sessions, we aim to:

- Clarify and deepen understanding of JEDI principles and their importance;
- Provide opportunities and spaces to learn, unlearn, and apply;
- Grow critical analysis skills to link and apply JEDI to personal and professional roles and opportunities; and
- Equip and empower with tools to take actionable and accountable steps for systems change.

Modules can be selected individually or taken collectively as a progression and package, culminating from setting the foundation internally and taking action to create change within the structures we work and live in. The modules are outlined below, along with their learning objectives.

ALIGNING JEDI DEFINITIONS

Primer: Justice, Equity, Diversity, and Inclusion

What is racism, and how does it impact us at the personal, relational, organizational, and cultural level? To deepen our collective actions toward anti-racism, we must align our understanding of key terms and concepts with one another. This module introduces learners to a quintessential JEDI glossary and creates an enriched starting point before participating in future modules.

Learning Outcomes:

- Identify and define essential JEDI concepts and terms
- Build an aligned understanding of JEDI concepts among learners and their teams

Foundations of Anti-Racism

Racism exists within a spectrum of actions, attitudes, and behaviours that show up in overt, covert, and normalized ways. As we commit to eliminating racism in our organizations and ourselves, we must understand the systems that racism comes from and who it benefits most. This module explores how a historical context of colonialism and White supremacy continues to impact Canadian culture and social values and systemically

marginalizes Black, Indigenous, and other racial groups. Participants will be introduced to tools and resources that support critical thinking and strategies challenging harmful yet normalized structures and practices.

Learning Outcomes:

- Explain the emergence of White Supremacy and colonialism in Canada through a historical and contemporary context
- Discuss the impact of White Supremacy and colonialism in our organizations, policies, practices, and relationships
- Explore anti-racist critical thinking through self-reflective and interactive activities

ACTIONING JEDI

Mapping Our Selves: Intersectionality & Action

Intersectionality is more than just a list of identities. Scholar, legal advisor, and activist Kimberlé Crenshaw developed the term and analysis to understand how our overlapping identities transform our lived experiences and shape our relationship to power. Using intersectionality as a tool can support leaders in understanding how to create equitable, inclusive, and just environments. Through a lens of power and privilege, this workshop explores how the identities we hold can impact our access to resources, opportunities, and influence. Participants will explore their personal locations and map out their distinct and unique avenues to empower, advocate, and lead based on their intersecting identities.

Learning Outcomes:

- Define the concept of intersectionality
- Develop a personal understanding of power and privilege through an intersectional lens
- Demonstrate intersectionality as a tool and approach to creating equitable, inclusive, and just systems and practices

JEDI PEOPLE PRACTICES

Leading JEDI-Centred Organizations

In this module, we apply our intersectional lens to organizations, explore traditional power structures, identify subsequent areas of institutional inequity and injustice, and apply equitable and just practices in designing systems, processes, programs, and services. Additionally, we discuss the benefits of reciprocal relationship building and engagement. Participants are invited to apply their growing skills in critical thinking to reimagine power through transformative relationships that seed equity and justice.

Learning Outcomes:

- Explore power and power dynamics within your organization and ecosystem

- Discuss organizational accountability measures
- Define critical levels for equity and justice in your organization

Conflict Engagement

Conflict can create distance, mistrust, and misalignment in a team or organization if not addressed. In this module, we situate conflict as a source of growth, define the benefits of cultivating comfort to conflict, compare examples of conflict and abuse, and explore tools and resources to engage with conflict confidently and productively.

Learning Outcomes:

- Discuss the impacts of unresolved conflict in an organization
- Explore the barriers to addressing conflict
- Develop skills and utilize tools for engaging with conflict

Before Diversity

For many organizations, diversity is commonly the first step to JEDI. To create a respectful and safe workplace for new employees, we regard diversity as an outcome. Before diversity, we must establish systems and practices that support a diverse workforce. This workshop discusses the key conditions necessary to create a recruitment and selection process that identifies and eliminates barriers to a diverse workforce. Participants will be introduced to tools and resources to employ equitable hiring.

Learning Outcomes:

- Identify critical areas of intervention in traditional recruitment and selection processes
- Compare the impacts of unconscious bias and discretion elimination in recruitment and selection processes
- Develop tools and skills to eliminate inequities in recruitment and selection process