

# WORBE - Sample training & workshops

Updated Nov 2024

	Course Name	Brief Description
1	<b>Introduction to Equity, Diversity and Inclusion</b>	This course is designed to help you understand the elements of EDI and why they are important to business, to Canada and to you (60 minutes).
2	<b>How to Create an Inclusive Organization</b>	This course is focused on the Diversity Assessment Tool Application (DAT App) and is designed to help build the internal use case for an EDI Strategy and help organizations prepare assets and documents a plan for using the DAT App (60 minutes).
3	<b>Increasing Diversity in Boards and Leadership</b>	This course is designed to help you understand the elements of EDI and why they are important in leadership across organizations (60 minutes).
4	<b>Understanding Bias, Microaggressions and How to Be an Ally</b>	This course is designed to help promote understanding of unique experiences and privilege and why understanding bias, microaggressions and supporting allyship are important to business, to those around you, and to you (60 minutes).
5	<b>Inclusive Human Resources: Attracting, Developing and Retaining Talent for the 21st Century</b>	This course is designed to help promote understanding of the importance of equitable, diverse, and inclusive, human resource practices (90 minutes).
6	<b>Diversity and Inclusion Through the Value Chain</b>	This course is for organizational leaders that want to apply an EDI lens to all aspects of the value chain (60 minutes).
7	<b>Diversity and Inclusion Through the Value Chain: Supplier Diversity</b>	This course is designed to help you understand and advance EDI and their importance in supply chains and procurement, as part of your organization's value chain (60 minutes).
8	<b>What gets Measured gets Done</b>	This course is designed to help you understand the elements of EDI and why they are important in developing and supporting organizational strategy and accountability (60 minutes).
9	<b>Why Equity, Diversity, and Inclusion Is Good for Your Business/Intro To Equity, Diversity, and Inclusion</b>	In this webinar, we will highlight the business case for equity, diversity, and inclusion for small and medium-sized enterprises (SMEs), and how SMEs can achieve it. The session will address: the current EDI landscape, the challenges and opportunities for EDI within SMEs, inclusive innovation at all levels of an organization, and actionable takeaways.
10	<b>Equity, Diversity, and Inclusion Strategy (Diversity Assessment Tool)</b>	In this webinar, we will explore the importance of embedding equity, diversity and inclusion (EDI) into your business strategy, and ways you can improve and track your organization's progress implementing EDI best practices. This session will

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		address: the current state of EDI in SMEs in Canada, the six dimensions to consider in your EDI strategy, and resources such as the Diversity Assessment Tool.
11	<b>Unconscious Bias and Microaggressions</b>	In this webinar, we will address bias, discrimination, and microaggressions and their impact on employees, teams and organizations. This session will cover: various forms of bias and privilege, how to recognize and address bias and microaggressions in yourself and others, and how to ensure leverage language is inclusive.
12	<b>Diversity in Leadership (The 50 – 30 Challenge)</b>	In this webinar, we will explore why diversity in leadership matters and how to increase diversity in your organization’s boards and leadership. This session will address: the status of board diversity, why diversity in leadership matters, voluntary codes, and the ways forward.
13	<b>Inclusive Human Resources Practices</b>	In this webinar, we will define and review inclusive practices and considerations in human resources (HR), and how they can help small and medium-sized enterprises. This session will address: the impact of organizational culture on HR, challenges and barriers to inclusive HR practices, and best practices and solutions to HR challenges.
14	<b>Understanding Risk: Legal Obligations for Equity, Diversity, and Inclusion</b>	In this webinar, we will address the Canadian legal obligations of small and medium-sized enterprises (SMEs) as they relate to equity, diversity, and inclusion, and discuss issues related to reputational risk. This session will cover: an overview of Bill C-25, comply or explain models, and how SMEs can lower risk, notably at the senior leader and board levels.
15	<b>Equity, Diversity, and Inclusion Metrics and Employee Engagement Surveys: Knowing Where You Stand</b>	In this webinar, we will highlight the importance of appropriately tracking employee engagement and EDI metrics within your organization. This session will cover: the importance of tracking EDI in your organization, considerations and barriers to self-identification, and actionable tools and resources to track EDI.
16	<b>Tapping into New Talent Pools - Recruiting and Hiring Immigrants</b>	In this webinar, we will review inclusive human resource practices and considerations, and how to tap into new talent pools by recruiting and hiring immigrants. This session will address: the challenges and barriers faced by immigrants in the recruitment process, recruitment practices that recognize a wide range of skills and talent, and ways that immigrants drive economic success.

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17	<b>Are We There Yet? Women in the Workplace in 2023:</b>	In this webinar, we will address the status of women in the workplace and how small and medium-sized enterprises can address the gaps in the employment divide. This session will cover: gaps and challenges for women in the workplace, representation in leadership and the labour market, women in entrepreneurship, and pathways to bridging the divide and creating support for women at work.
18	<b>Creating Inclusive Workplaces: Focus on Gender Identity and Sexual Orientation</b>	In this webinar, we will address various ways your organization can address best practices relating to gender identity and sexual orientation in the workplace. This session will cover: the Canadian context on gender identity, gender diversity, creating space for authenticity in gender identity and best practices.
19	<b>Creating Inclusive Workplaces: Focus on Anti-Black Racism</b>	In this webinar, we will address anti-Black racism and its impacts in the workplace. This session will cover: social justice, challenges faced by the Black community, role models and representation, and anti-Black racism strategies.
20	<b>Creating Inclusive Workplaces/ Generational Divides</b>	In this webinar, we will cover the challenges and opportunities of the generational divide in the workplace. This session will highlight: generational issues, the role of technology, challenges to organizations, and strategies for bridging the gap.
21	<b>How to Leverage Diversity in Procurement</b>	In this webinar, we will cover the importance of diversity in procurement for small and medium-sized enterprises (SMEs). This session will address: supply chain basics, demographics of SMEs in Canada and the state of supplier diversity, benefits of supplier diversity, and ways to improve supplier diversity.
22	<b>A Practical Guide to Inclusive Design</b>	In this webinar, we will address the importance of design and practices to consider to ensure products and services are inclusive. This session will cover: the inclusive design process, designing with equity- deserving groups, and inclusive support
23	<b>What Diversity and Inclusion Means for Marketing</b>	In this webinar, we will cover the concepts of inclusive marketing and how to apply best practices to your organization. This session will highlight: key concepts of inclusive marketing, marketing gone wrong, inclusive campaigns and their impact, and how to build effective inclusive marketing strategies.