SAMPLE LIST OF WORKSHOPS AND PRESENTATIONS

This first series of workshops cover 4 areas of our work, in addition to the tailored training we also offer on request to the different Uvic departments and programs:

♠ Human Rights, Discrimination and Harassment
♠ AOP Training (e.g. Anti-racism, homophobia)
♠ Inclusivity and creating inclusive spaces
♠ Intersectionality

1. Human Rights 101: You and the Uvic Policy 1150 on Discrimination & Harassment
Someone once said that “ignorance is bad, but not knowing is worse”. Knowledge is indeed power. And knowing your human rights and other people’s rights will definitively empower you. For that in human rights terms, the intent doesn’t count, but what matters the most is the impact of your actions or behaviours.

This workshop uses a plain English language approach to help provide you with an in-depth understanding of the Uvic Human Rights policy and procedures, the different forms of discrimination and harassment, the issues of accommodating differences and the prohibited grounds covered by the policy. Participants will also get answers to questions such as:

a. What and who is this policy for?
b. What impact does it have on you, as a Uvic staff, a faculty or a student?
c. What to do if you were being accused of discrimination or harassment?
d. What are your first steps if you were being discriminated or harassed?
e. How can you get involved in doing human rights work on campus?

2. Creating Inclusive and Respectful workplace: Rooting Out Personal Harassment
Objectives:

a. to develop effective strategies (individual and systemic) for recognizing bullying and personal harassment
b. to raise awareness of the destructive impacts of personal harassment on individuals, teams, departments and the University
c. to become familiar with UVic’s Policy and Procedures on Harassment and Discrimination
d. to discuss ways to prevent and stop personal harassment

3. Creating Spaces workshops
This workshop constitutes the seminal training for the Creating Spaces Campaign which was designed to make UVic a more welcoming and supportive community for all dimensions of diversity.

Objectives:

a. to reflect on what we assume as ‘normal’ and who we are vis-à-vis the spaces, the differing worldviews and values we hold
b. to develop a solid awareness of issues related to privilege, oppression and power
c. to critically assess the intersections between issues of diversity and the various elements of age, gender, sex, sexual orientation, ethnicity, skin colour, ancestry, place of origin, religion, family and marital status, physical or mental disability, etc.
d. to develop effective competencies and strategies (individual and systemic) to promote inclusive, welcoming and respectful communities and environment

4. Creating an Inclusive and Respectful Work Environment
   Objectives:
   a. to clarify what makes you uncomfortable and how you might cause discomfort to others in your workplace
   b. to be able to engage in conversations about individual comfort levels with each other
   c. to ensure that everyone has a say in determining the culture of your workplace

5. Series of training in student residences, in collaboration with UVic housing dep’t.
   These series of workshops and conversations aim to raise awareness around the common themes of inclusive and respectful spaces for living, working and learning.

6. Anti-Oppression workshop (Rethinking intersections, e.g. race, relationships and others)
   Objectives:
   a. to increase understanding of anti-oppression approaches and the different definitions of diversity and discrimination
   b. to develop awareness around the intersectionality of these various issues
   c. to learn practical skills in responding to discrimination from a witness stand point
   d. to positively reinforce of “participants’ social responsibility and ethical commitment to fighting prejudice and discrimination of any type in society”

7. Dealing with bullying (Workplace horizontal discrimination)
   Dr. Heinz Leyman, a psychologist, defined bullying as a form of aggression that unfolds within a relationship as opposed to workplace horizontal discrimination which is “a psychological terror involving hostile and unethical communication directed in a systematic way by one or a few individuals mainly towards one individual”.
   Objectives:
   a. to understand the manifestations and causes of bullying and horizontal discrimination
   b. to gain skills on how to assess the impacts and extents of bullying on individuals and the group at large

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c. to develop strategies on how to disarm bullies and survive horizontal discrimination
8. **When Talks Matter: Cultural Intelligence and Strategic Intercultural communication**

At the end of this workshop, participants will be able:

a. to assess their own cultural competencies and see how these can positively contribute to their professional and personal interactions and relationships
b. to define and reflect on culture, diversity and the processes of intercultural communication
c. to appreciate the differences and similarities between their own culture and other cultures as it relates to the various dimensions of their diversities
d. to discuss how one’s own culture affects interactions with others (for example, in dealing with authority, gender, and decision-making)
e. to develop communication tools to negotiate cross-culturally and resolve human rights issues rooted in cultural/diversity issues
f. to identify the elements of culturally inclusive work and study places

9. **Beyond Diversity: Rethinking, respecting and welcoming the visible/invisible in everyone**

Objectives:

- to raise a greater awareness of diversity and the principles of a respectful workplace
- Develop awareness around the intersectionality of the various issues of diversity
  a. to learn practical skills on how to deal appropriately and in a timely manner with diversity issues
  b. to develop an effective intercultural communication tool box
  c. to gain a practical understanding of the UVic policy 1150 and procedures on Harassment and Discrimination and how it intersects with diversity issues

10. **‘Intersectionalities’: Human Rights and Diversity issues on campus**

This workshop brings together different groups who are usually working on different but intersecting issues, to share and reflect on their respective mandates and how they can develop a collaborative partnerships.

Objectives:

- to create an understanding of the different definitions of the diversities they are advocating for.
- to explore the extend of their intersectionality and impact
- to gain practical skills in participative collaboration/consensus decision making
- to develop a holistic approach to diversity advocacy and human rights

11. **Consensus decision making training for UVSS advocacy groups**

Objectives:

- to review a model of consensus decision-making
- to explore fit between consensus decision-making and working against oppression
12. Managers, supervisors and Diversity: Managing differences in a diverse workplace (offered through Human Resources)
Objectives:
   a. to raise awareness of the different kind of diversities in a respectful workplace
   b. to learn practical skills on how to deal appropriately and in a timely manner with issues related to diversity as a manager or supervisor
   c. to develop and refine an effective tool box on intercultural communication
   d. to gain a practical understanding of the UVic policy and procedures 1150 on Harassment and Discrimination as it relates to diversity issues in the workplace

13. Mediating efficiently human rights complaints from a Supervisor and manager's perspective (offered through Human Resources)
Objectives:
   a. to develop a clear understanding of the various sources of human rights complaints in the workplace
   b. to explore personal styles in dealing with human rights complaints
   c. to develop strategies in successfully resolving human rights complaints in your unit
   d. to discuss ways forward to prevent and manage human rights issues that can arise in the workplace between employees.

14. YEARNING FOR UBUNTU: Human Rights, Rights, Responsibilities and Respect (3Rs)
The main purpose of this workshop is to delve deeper in what we mean by human in the binary word “human rights”. What exactly do we mean by rights, responsibility, inclusion and respect? For me,
   *I believe in the African concept of Ubuntu, that people are people because of other people. This best speaks to our common humanity, and also to our responsibility as human beings towards each other; Otherwise, our rights to be human, to be acknowledged, respected and accepted by others. I define myself as the kind of person who believes in the crucial importance of relationships, of the human interactions and particularly of the reality that not only our human issues are interconnected but that our life can’t evolve outside of each other. Peace is what I believe in as the only and sustainable alternative for all of us. This is what I everyday look forward to when I wake up.*
And you…?

15. L’éthique et L’étiquette dans les Communications en Milieu du Travail
Objectives:
   a. Réfléchir et clarifier les actions et attitudes qui rendent mal à l'aise et causent du gêne aux autres dans le milieu du travail
   b. Etre en mesure d’engager une conversation sur les différents niveaux de confort personnel
   c. Gérer de manière créative les émotions en vue d’améliorer notre communication avec les autres
d. Evaluer de manière critique notre communication et identifier les multiples choix qui sont à notre disposition.
e. Développer des compétences appropriées en communication et en résolution de conflits liés à nos différentes personnalités et cultures.

16. Developing Intercultural Communication skills in working with international students
Objectives:
a. to develop a specific understanding of who are our international students groups, their cultures, differing worldviews and value systems (and ours too!)
b. to learn skills on how to identify issues based on cultural differences, gender roles, religious values, and the challenges with intercultural communication
c. to develop effective competencies and strategies (individual and systemic) in intercultural communication and problem solving with international students
d. to discuss ways to create an inclusive, respectful work and study environment that establish the UVic as a model institution welcoming of differences and diversities

17. Working and Living Overseas (Orientation workshop for students going on overseas placement) – was developed for the CAPI and the OIA
Objectives:
a. to contextualize our reflection within the framework of what is international development
b. to reflect on culture and its various levels of interactions: our own culture and the culture of other people
c. to learn skills on how to identify issues based on cultural differences and interpretations
d. to develop practical skills in intercultural communication and problem solving
e. to gain some understanding of the ethical Questions raised in working overseas

18. Disability and Inclusion Awareness Workshop
The overall intent of this workshop is:
a. to facilitate discussion around the concept of creating an inclusive campus environment, specifically as it relates to persons with disabilities; and,
b. to stimulate creative strategies, thoughts and solutions around the implementation of creating a culture of inclusion on campus.

19. Roles & Responsibilities of Managers - Implementing an inclusive & Respectful workplace – (offered through Human Resources)

Upcoming workshops – To be developed:
20. Reducing Prejudice toward Diversity

21. Mental Health Awareness Workshop