

## JUSTICE, EQUITY, DIVERSITY, AND INCLUSION TRAINING

Elevate Inclusion Strategies' acclaimed justice, equity, diversity, and inclusion training is designed around the needs of each client. We offer foundational training as well as more advanced, in-depth courses, customized to the specific needs of each organization.

- We can accommodate smaller groups right up to teams of 300+.
- We work across time zones and internationally.
- Our training is currently delivered virtually by CEO and head facilitator Natasha Tony, and a team of skilled co-hosts.

Our clients cover a broad spectrum, including film and television studios, national arts organizations, government at all levels, health authorities, labour unions, legal firms, and more.

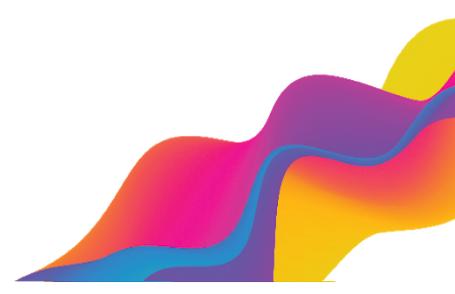
Training is just one of the programs offered by Elevate Inclusion Strategies. We also offer leadership, coaching, culture development, and workplace restoration programs.

Please email [info@elevate-inclusion.com](mailto:info@elevate-inclusion.com) for more information or training rates.

### NATASHA TONY - LEAD FACILITATOR



Principal of Elevate Inclusion Strategies, Natasha Tony is a sought-after trainer, leadership coach, mediator, and labour relations specialist who has advanced the discussion on how to build inclusive organizations. With her total commitment to intersectionality, Natasha sets up organizations for true inclusion.



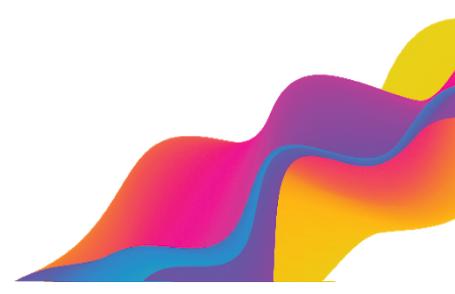
## TRAINING PROGRAM

- Elevate Education: JEDI Foundations
- Inclusive Workplaces
- Unconscious Bias
- Inclusive Leadership
- Building Inclusive Organizations
- Inclusive Creative Industries

### ELEVATE EDUCATION: JEDI FOUNDATIONS

Each session in this empowering series allows for entry points for learners new to the concepts of anti-racism and anti-oppression work, and also offers deeper analysis for those familiar with these terms and realities. The series covers equity, diversity, and inclusion language and the core concepts of racism, anti-racism, White supremacy, colonialism, privilege, oppression, and discrimination. We then move on to awareness, allyship, justice, solidarity, and reconciliation. The sessions are engaging and interactive with opportunities for small and large group sharing as well as the use of videos, polls, surveys, online games, and interactive handouts.

<b>Lead Facilitator:</b> Various
<b>Length:</b> Three half-day sessions. Each session builds on the previous session but can be taken separately.
<b>Format:</b> Online & Interactive
<b>Participant preparation:</b> Readings and viewings between sessions.



## INCLUSIVE WORKPLACES

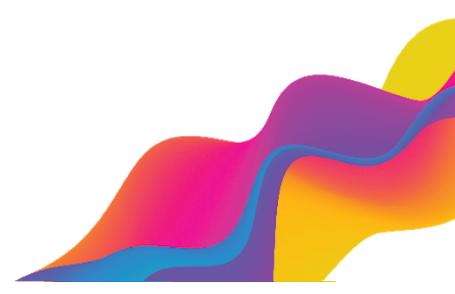
This training is ideal for organizations who need their team members to develop a baseline of knowledge and understanding around anti discrimination, unconscious bias, cultural awareness, justice, equity, diversity, and inclusion (JEDI). The course is also of great benefit to organizations that are experiencing issues with maintaining a respectful culture and who wish to ensure the psychological health and safety of their team members.

<b>Lead Facilitator:</b> Natasha Tony
<b>Length:</b> One day or half day
<b>Format:</b> Online & Interactive
<b>Participant preparation:</b> pre-training reading may be required

## UNCONSCIOUS BIAS

This training is critical for Senior management, HR professionals, and board members who wish to gain insight into how unconscious bias may negatively affect their service, their organization, and the people within it. It is particularly helpful for individuals with a commitment to building a fairer recruitment system and ensuring that all employees enjoy the same opportunities for advancement and growth.

<b>Lead Facilitator:</b> Natasha Tony
<b>Length:</b> One day or half day
<b>Format:</b> Online & Interactive
<b>Participant preparation:</b> pre-training reading may be required



## INCLUSIVE LEADERSHIP

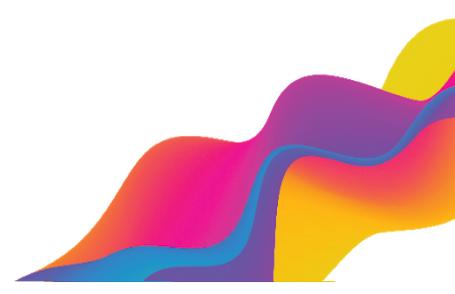
This empowering course is a great first step for CEOs, team leaders, board members and supervisors who wish to start developing and practicing critical inclusive leadership skills. The perspectives and tools gained during the training will harness the benefits of inclusion for both the leader and the entire organization. The training explores how to lead with inclusive leadership principles, covering topics such as cultural awareness, authentic communication, and conflict resolution strategies.

<b>Lead Facilitator:</b> Natasha Tony
<b>Length:</b> 2-3 half day trainings
<b>Format:</b> Online & Interactive
<b>Participant preparation:</b> pre-training reading may be required

## BUILDING INCLUSIVE ORGANIZATIONS 3 – 4 PART SERIES

This program provides a deeper dive for senior leadership teams who are committed to making their organization inclusive. The program helps organizations adapt to new standards and new expectations and sets them up for success in an evolving world. It will guide their understanding of the scope of the work, and the preparation needed when integrating the concepts of equity diversity and inclusion into their operations and services. Leaders from national arts organizations, labour unions, law firms, creative industries and social justice organizations have started their JEDI journeys with this program.

<b>Lead Facilitator:</b> Natasha Tony
<b>Length:</b> 3 - 4 half day sessions
<b>Format:</b> Online & Interactive
<b>Participant preparation:</b> pre-training reading may be required



## INCLUSIVE CREATIVE INDUSTRIES – 8-PART SERIES

This 8-module series, designed for Creative Industries members, starts with a foundational understanding of discrimination and its impact on underrepresented groups in the creative industry. It covers types of discrimination, dominant culture vs inclusive culture, unconscious bias, microaggressions, cultural awareness, and the psychosocial effects of discrimination. It then moves on to how to be an ally, how to make effective interventions and use conflict resolution strategies. It ends with modules on how to be an inclusive leader, how to hire, promote and retain team members in an inclusive way, and how to be an effective coach and mentor for today's inclusive workplace. Attendees finish with a session on JEDI initiatives to take back to their organization.

<b>Lead Facilitator:</b> Natasha Tony
<b>Length:</b> 24 hours for 8 modules (3 hours each) - must be taken in sequence. One session every week for 8 weeks
<b>Format:</b> Online & Interactive
<b>Participant preparation:</b> 1 hour reading/listening/viewing between modules

