

# ELEVATE TRAINING

Engaging, foundational, advanced, customized

## JUSTICE, EQUITY, DIVERSITY AND INCLUSION 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.

## 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.

## 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

*Natasha consults extensively in order to meet the goals of the sessions and understand the nature of the group. She is well prepared for emerging needs and unexpected challenges.*

*-- Moira Mackenzie, Executive Director, BC Teachers' Federation*

*“Natasha’s real industry experience combined with her unique knowledge and perspective makes her an incredibly effective trainer in this arena. She’s also amazing with people and connects quickly and easily with our Members.”*

*-- Kendrie Upton,  
Executive Director,  
DGC-BC*

## **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.

## **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.



See below for our film and television professional development and skills building training.

*To set up a conversation with us,  
email [info@elevate-inclusion.com](mailto:info@elevate-inclusion.com)*



## FILM AND TELEVISION

### PROFESSIONAL DEVELOPMENT AND SKILLS BUILDING FOR STUDIOS AND PRODUCTIONS

#### BUILDING INCLUSIVE PRODUCTIONS FOR SUPERVISORS AND KEY PERSONNEL

This empowering training is designed for key personnel who wish to incorporate inclusive leadership practices into the workplace. Using relevant film and television examples, it leads with a focus on building cultural and psychological safety to create a sense of belonging for the whole production.

Participants will gain an understanding of the systemic barriers faced by underrepresented groups throughout the production process (pre- and post-production). The training outlines types of bias and their impact on decision-making and hiring practices. It also addresses cultural sensitivity and authenticity, stereotyping, microaggressions, allyship, bystander interventions, and incident reporting and response. Attendees will gain effective strategies and tools to reduce bias and increase their inclusive decision-making skills.

#### BUILDING INCLUSIVE WORKPLACES FOR FILM AND TV CREW

With a focus on occupational health and safety, and with an inclusive workplace lens, this training provides crew with an understanding of the impacts of exclusion in the workplace. It also empowers them with ways to incorporate daily inclusive practices at work.

Using relevant film and television examples, the training addresses bias, discrimination, bullying, harassment and microaggressions. Participants will gain skills in how to address microaggressions and how to be more than a bystander by using allyship principles and bystander interventions. Discussion on the importance of using effective conflict resolution practices and responding to and reporting incidents, in order to maintain a psychologically and culturally safe workplace, will also be addressed.

- **We can accommodate 300+ production crew (online).**

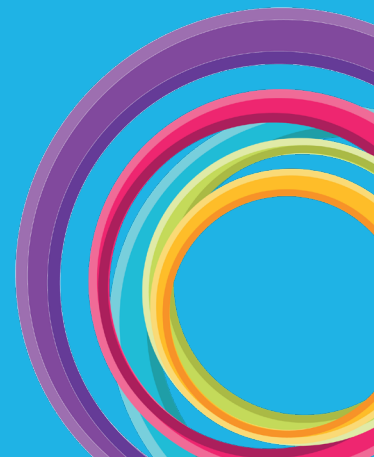


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*"FTM highly recommends Elevate Inclusion Strategies to conduct training programs — this organization is exceptional and accommodating and they went above and beyond our expectations."*

*-- Allison Bile, Workforce Development and Operations Manager, Film Training Manitoba*





*“Natasha elegantly wove context into the workshop and gave all participants a greater understanding and appreciation for diversity and inclusion as well as useful tools to implement in the future.”*

*— Erin Sharp, Head of Production, Banger Films*

## **CORPORATE TRAINING FOR PRODUCTION COMPANIES**

### **BUILDING INCLUSIVE ORGANIZATIONS**

This program is for senior studio leadership teams committed to making their organization inclusive. It helps them adapt to new standards and expectations and sets them up for success in an evolving world. It provides an understanding of the scope of the work and the preparation needed when integrating the concepts of equity, diversity and inclusion throughout their operations and services.

Many leaders from production companies, national arts organizations, and labor unions began their DEI journey with this program.

### **UNCONSCIOUS BIAS**

This training is critical for senior production company management and HR professionals who wish to gain insight into how unconscious bias may negatively affect their organization and their team members. It is particularly beneficial for individuals committed to building a fairer recruitment system so that all key personnel and crew members enjoy the same opportunities for advancement and growth.



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## PROFESSIONAL DEVELOPMENT AND SKILLS BUILDING FOR UNIONS AND GUILDS

### INCLUSIVE LEADERSHIP FOR FILM AND TELEVISION

#### 2-Day Intensive Online Retreat for Supervisors and Leaders

Designed for leaders and supervisors, this collaborative, impactful two-day series equips participants with the knowledge and strategies needed to build productions and crews that are more inclusive.

Participants strongly committed to creating a respectful and inclusive workplace culture and who wish to develop intercultural communications and leadership skills will benefit most from the retreat.

Using a human rights and OH&S lens, topics include discrimination and harassment and its impacts, cultural awareness, unconscious bias, psychosocial health, and informal and formal grievance processes.

Following this foundational session, the retreat moves onto the knowledge and tools needed to empower crews with inclusive leadership practices. This includes examining workplace conflict through a restorative lens, inclusive hiring for film crews, authentic allyship, and the power of coaching and mentoring.

The training is interactive and includes self-reflective assessments, knowledge checks and discussion forums.

- **Two days back-to-back is advised.**
- **Prerequisite: must be already working in a leadership capacity or in the process.**

### INCLUSIVE WORKPLACES FOR FILM AND TV WORKERS

#### 1-Day

Everyone has the right to work in a psychologically safe work environment free from discrimination, bullying and harassment, where people work collaboratively and cross-culturally. This full-day session will deepen film workers' understanding of anti-discrimination, unconscious bias and cultural awareness. Using an OH&S lens, participants will complete the training with a knowledge and understanding of their roles and responsibilities in creating an inclusive workplace.



See below for more film and television professional development and skills building training.

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*DGC Ontario has worked with Natasha Tony and her team at Elevate Inclusion Strategies for almost a decade now, and we couldn't be happier with the programming they have developed for us. Elevate has provided*

*-- Victoria Harding, Executive Director, Directors Guild of Canada – Ontario*



## INTENSIVE CONFLICT RESOLUTION FOR SUPERVISORS AND LEADERSHIP

### 2-Day

This two-day intensive training is for leaders and supervisors committed to building productions that address and handle conflict in an authentic and inclusive way. After a review of the fundamentals of conflict resolution, attendees will have the opportunity to deepen their conflict resolution skills through interactive exercises and case studies directly related to the film and television industry. Debriefing sessions conclude the training.

The training covers cause of conflict, different conflict styles, as well as resolution and restorative practices. Participants will have an opportunity to practice their inclusive leadership skills by applying both mindful and collaborative approaches to difficult and high stakes conversations.

- **Two-days back-to-back is advised.**
- **Prerequisite: must have completed the Inclusive Leadership for Film and Television Intensive Online Retreat for Supervisors.**

## CONFLICT RESOLUTION FOR FILM AND TELEVISION WORKERS

### 1-Day

Designed for union members, trainees, and apprentices, this one-day course equips attendees with a foundational understanding of conflict in the workplace. Using inclusion principles, the training covers: Types of conflict, conflict styles, conflict resolution approaches, empathy and conflict, brave conversation, and mindful listening.

As well as gaining a baseline knowledge of conflict resolution, participants will develop the practical skills and tools needed to navigate conflict authentically and productively. The training includes opportunities for peer group discussion, interactive exercises, case studies, and time to practice effective conflict resolution skills.

- **Prerequisite: must have completed the One-Day Inclusive Workplaces for Film and TV Workers**

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## NATASHA TONY, CEO, ELEVATE INCLUSION STRATEGIES



Natasha Tony, CEO of Vancouver-based Elevate specialist, consultant, leadership coach, trainer, and speaker. In 2022, Natasha was recognized as a Black leader in Vancouver by the Vancouver Economic Commission.

Natasha is committed to applying an intersectional, human rights, and reconciliation lens to all that she does. Her deep experience in mediation, negotiation and conflict resolution supports leaders in helping them navigate the stages toward sustainable inclusion.

Natasha works with corporations, businesses, crown corporations, all levels of government, labour unions, and social justice organi-

zations. Her work requires a deep understanding of organizational structure, strategic initiatives, inclusive leadership, and human resources.

Prior to establishing Elevate Inclusion Strategies, Natasha worked for 15 years as an Extras Casting Director in the British Columbia film industry. Following that, she worked as a Labour Relations Specialist, also in the film industry. During this time, Natasha gained a reputation for working collaboratively with unions and Hollywood studios on complex workplace issues.

Natasha also championed and developed the renowned Inclusive Leadership and Inclusive Workplace Training Program for the film industry delivered across Canada and the US. She

was recognized for her training by Women in Film + TV Vancouver with a Spotlight Award.

In collaboration with Creative Pathways (Creative BC), Natasha was honoured to contribute to the Creative Equity Roadmap for the recruitment-focused Creative Pathways website. Creative Pathways aims to increase equity and improve diversity in the British Columbia motion picture workforce.

One of Natasha's priorities has always been to give back to the community she lives and works in. She is currently a board member of the DOXA Documentary Film Festival and an Appointed Bencher with the Law Society of British Columbia.

# ELEVATE

## INCLUSION STRATEGIES

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