

The Case for Diversity Training -

Today, most major corporations and social agencies have set down broad policies specifically aimed at promoting respect in the workplace and dealing with harassment of their employees, however, if there's no education to go with it, these policies are doomed to failure.

Situations are also harder nowadays because in most cases, discrimination isn't as obvious as it once was. People have learned to hide their prejudice and cloak them in subtle ways.

Lack of cooperation, loss of cross training opportunities, shunning, and setting unrealistic goals are just some of the tools that managers and co-workers use to undermine fellow employees and set them up for failure.

Eventually, the employee in question gives up in frustration and either moves to another department or leaves the company all together, taking valuable training and knowledge with them.

Our workshops help to break through that.

They're effective because they aren't "feel good" pieces that teach people what they need to say to be "politically correct". They're engaging, interactive presentations that put a human face on the subject at hand and help everyone understand that we're all just people who deserve to be treated with dignity and respect.

Additional information -

Canadian Human Rights Act -
<http://laws.justice.gc.ca/en/h-6>

Ontario Human Rights policies -
www.ohrc.on.ca/en/issues (English)
www.ohrc.on.ca/fr/issues (French)

Who we are -

Our trainers draw on their wealth of experience and training to help corporations and organizations deal with the complexities of today's workplace. This knowledge and expertise allows us to offer services that meet your needs in an ever-changing workplace.

What we do -

We are a diversified consulting firm that offers a range of policy writers and guest speakers to help companies and organizations enhance their inclusiveness policies.

Some of our services -

- Workshop facilitation
- Policy development
- Needs assessment
- Conference Presenter/Guest Speakers

Contact Information -

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Proud Corporate Learning Partner for:

 **PRIDE AT WORK**
Canada



*Think you can identify all of the different aspects of diversity represented in this photo? No? **Exactly.***

Diversity Training And Policy Assistance for Today's Workplace

"We've lived what we train about"

We have become not a melting pot but a beautiful mosaic. Different people, different beliefs, different yearnings, different hopes, different dreams.

- Jimmy Carter

What we offer -

HR Professionals & Management

The Finan Diversity Group offers a range of services including facilitated workshops, policy development and guest speakers for corporations and the non-profit sector.

Our services are unique because we not only offer the usual general diversity/respect in the workplace workshops but also other more focussed offerings delivered by people who have lived that experience. This focus helps us offer workshops that are not only professional but impactful to the target audience.

- Women
- People with dis/abilities
- Gender transition
- LGBT inclusion in the workplace

- Respect for Diversity in the Customer Experience
- Empowering Employees - The untapped power of Employee Resource Groups.
- ERG Best Practices – Building for Success.

Universities & Colleges

Our consultants have extensive experience teaching and leading course material and discussions on many different topics. We've also worked with university administrations to identify roadblocks to access, develop more inclusive policies and open students' minds to the diversity that surrounds us.

Community Groups and Organizations

We're committed to helping our community partners become more inclusive and knowledgeable about diversity in their communities.

Services -

Facilitated Workshops

- 1 hour introductory workshops
- 2 hour workshops
- "Train the Trainer" and Service Provider workshops
- Half day training sessions
- Full day training sessions on multiple topics.

Policy Development

Our consultants can bring their experience working with major corporations, institutions and government to bear in helping you craft policies that meet your goals.

Conference Presenters

Our consultants are always available to speak at Lunch and Learns, panel discussions or as key note speakers.

Strategy Session Facilitators

As outsiders, we can help guide your workgroup through your planning sessions by facilitating a discussion of the issue at hand, identifying the core problems and opportunities and then working with you to create an action plan to bring those ideas to fruition.

Some of our Areas of Focus –

The Power of Employee Resource Groups

Employee Resources Groups (ERG's) are not a new idea but until recently, most companies hadn't even heard of them, let alone realized the untapped benefits of them.

We can help you realize the benefits of these groups for both your company and your employees.

Dis/Ability in the Workplace

Ask yourself -

- Do our current employees feel comfortable asking for assistance so that they can work more productively?
- Is your building truly accessible?
- Could someone in a wheelchair get into your office and navigate to a desk?
- What other things do I as an able bodied person simply take for granted on a regular basis?

Gender Transition – Transsexuals in the Workplace

In 2006, over 25% of Fortune 500 companies had a formal policy regarding Gender Identity and since then, the number has only grown as more employees approach their Management and HR about gender transitioning at work.

Such situations present unique challenges to everyone involved and it's usually best to have something in place beforehand rather than waiting for the inevitable phone call that leaves you scrambling. We have direct experience in these matters and can help you successfully navigate the challenges, whatever the situation.