

## Words from Work

“I hear fag jokes all day long but I’m on contract and can’t say anything or I’ll lose my job.”

“A co-worker told me that he and his church discussed me and are praying for my soul.”

“Come out? Are you kidding? I’ve seen what they do to people who come out around here.”

“People tell me that my lunches smell strange and that I shouldn’t bring them into work and stink up the lunchroom.”

“My partner Jenny is pregnant with our first child and I’m so excited! But I can’t tell anyone at work because some of my coworkers definitely wouldn’t take it well.”

“My boss just asked me how my vacation was and I lied. I told him a friend and I went down south for some sun when really it was my Partner of 5 years.”

“Holiday party? It’s a Christmas party!”

“I was asked to come in for an interview, but when I got there I couldn’t get into the building. I wheeled around the entire block looking for an entrance I could use.”

“It’s embarrassing to talk about my surgery so I just do my job. It keeps setting back my recovery but they will fire me if I don’t get things done.”

“I’m not going to the bathroom with him, I have rights too. What if he is doing this to sexually assault me”

## Need for Training

**Diversity** is the new landscape of our ever changing world. Increased diversity in organizations is creating interpersonal challenges and conflict. Promotion of respect and understanding of all situations is a realistic need of our organizations to maintain a productive workforce, keep morale high, and avoid lawsuits arising from lack of understanding.

**Education** is a proven method of creating, repairing, and maintaining a positive environment. We provide high energy dynamic workshops on diversity, human rights, harassment, sexism, gender identity, sexual orientation, and ability/disability. We tell our personal stories on how oppression has affected our lives, the lives of our friends, families and coworkers. Working with corporations, business, social agencies, schools and community groups to bring an awareness of diversity, equality and respect for all people.

**Diversity training** is training provided with the stated purpose of problem solving (educating all parties around a discrimination or harassment issue) and treating diversity as an opportunity and promoting the ability of members (often students, employees or volunteers) from a great variety of backgrounds to cooperate productively and make as great a contribution as possible to organizational goals.

## Contact Us

Email: [info@diversitytraininglive.com](mailto:info@diversitytraininglive.com)

Phone: (416) 986-4406

[www.diversitytraininglive.com](http://www.diversitytraininglive.com)



“We know because we’ve been there”

Diversity Training  
Gender Identity  
Sexual Orientation  
Disability/Ability  
Immigration



## FAQ (frequently asked questions)

### These trainings will help:

- Understand basic terminology and concepts.
- Explore barriers and solutions.
- Examine stereotypes, biases and assumptions.
- Promote respect and understanding

### How long are your workshops?

Workshops can be 45 minutes to 2 hours depending on the time allocated, and the depth of work required. We also have 1/2 day and full day workshops which cover a variety of diversity issues.

### What is “coming out”?

Coming out is when an individual begins telling people that they are Lesbian, Gay, or Bisexual.

### Do you charge?

We do have a fee for our services which can be paid by honorarium or billing. We do not wish lack of funding to impede our assistance; discounts are available on request.

### What should we expect?

We do not use overhead projectors or preset slide shows. We use an interactive approach that is fun and entertaining in a non-threatening educational environment.

### Do you provide support afterwards?

We are always available after the workshop for private questions by email or phone.

### Additional information:

- Ontario Human Rights Commission  
<http://www.ohrc.on.ca/en/issues>
- TransPULSE project (Gender Identity)  
[http://www.transpulse.ca/documents/Trans\\_PULSE\\_Phase\\_I\\_Report.pdf](http://www.transpulse.ca/documents/Trans_PULSE_Phase_I_Report.pdf)

## Disability/Ability

According to Statistics Canada. There are now an estimated 4.4 million people - one in seven Canadians - reporting a physical, psychiatric or developmental disability. Some disability rights activists use an acronym TAB(Temporarily Able-Bodied), as a reminder that many people will develop disabilities at some point in their lives, due to accidents, illness (physical, mental or emotional), or late-emerging effects of genetics. Only 17% of disabled people were born that way.

"Congress acknowledged that society's accumulated myths and fears about disability and disease are as handicapping as are the physical limitations that flow from actual impairment."

William J. Brennan, Jr. - US Supreme Court

**Competitive advantage** – By having the largest possible pool of job candidates to choose from, the company can hire the best person for the job, giving them a competitive edge.

**Lower turnover rate** - A US Chamber of Commerce study showed that employees with disabilities had an 80% lower turnover rate than employees without disabilities.

**Accommodation is not expensive** - Employees with disabilities can be accommodated for little or no cost. 80% of all accommodations can be implemented for under \$500.

**Higher productivity** – People with disabilities motivate other employees to work harder and be more productive.

**Better able to serve their clients** – Like having a diverse workforce in general, having employees with disabilities creates a pool of knowledgeable people who can help employers better serve the marketplace.

## Gender Identity

Trans people face a daunting range of societal issues that influence barriers in receiving adequate, helpful, appropriate care, appropriate respect and dignity. Well meaning people are often unsure or uncomfortable asking basic questions required for service. We offer a variety of training and consultation options to help build skills for employers, staff and agencies needing to work more effectively with trans individuals.

"There are, arguably, few groups in our society today who are as disadvantaged and disenfranchised as transgenderists and transsexuals. Fear and hatred of transgenderists and transsexuals combined with hostility toward their very existence are fundamental human rights issues."

- Ontario Human Rights Commission

### Goals and Outcomes:

- Understand basic terminology and concepts related to transgender people and communities.
- Explore barriers and solutions regarding access to care for transgender people.
- Recognize distinctions between biological sex, gender identity and sexual orientation.
- Examine stereotypes, biases and assumptions about transgender issues that might impact the ability to deliver effective support. Including bathroom issues.

**The only person that really knows what gender a person is, is themselves.**



## Sexual Orientation

Harassment and Discrimination affects all employees whether they are Lesbian, Gay, Bisexual (LGB) or not. If a male employee acts effeminate, or figure skates in his spare time he is harassed as being gay. Same for women who act more masculine. They are accused of trying to be one of the guys. Our sexual orientation workshops work with people to understand where our societies language comes from and how words, language, and expressions can hurt, even when there is no intent. In a recent survey of its LGBT employee group, a major corporation found that 23% of the group's members didn't want anyone at work to know they were gay although 86% of them were "out" everywhere else.

"The historic disadvantage suffered by LGB persons has been widely recognized and documented. Public harassment and verbal abuse of queer individuals is not uncommon. LGB women and men have been victims of crimes of violence directed at them specifically because of their orientation. They have been discriminated against in their employment and their access to services. They have been excluded from some aspects of public life solely because of their sexual orientation. The stigmatization of LGB persons and the hatred which some members of the public have expressed towards them has forced many gay people to conceal their orientation. This imposes its own associated costs in the workplace, the community and in private life." - Supreme Court of Canada

### Goals and Outcomes:

- Understand basic terminology and concepts related to sexual orientation, sexism and gender.
- Explore barriers and solutions.
- Examine stereotypes, biases and assumptions.

## Immigration

Canada chooses immigrants based on their education, skills and language abilities. Applicants must score 67 of a possible 100 points to be accepted. Ostensibly, being talented and smart make immigrants more employable.

The natural growth of Canada is declining rapidly as the number of deaths in the country exceeds the number of births. By 2020, Canada is expected to have negative natural growth and be dependent on immigration for population increases. By 2020, the only population growth in Canada will be due to immigration. We believe that diversity can give your business or organization a competitive advantage. Our diversity training and consulting services will help you to harness the talents of your diverse workforce, by giving you some practical tools to create an inclusive organization.

"...My ancestors were slaves, they fought for freedom. I was born in Haiti, the poorest country in our hemisphere. I am a daughter of exiles driven from their home by a dictatorial regime ...I have come a long way." - Michaëlle Jean, Governor General of Canada

### Why Make Use of Immigrant Skills?

- Help relieve skill shortages resulting from an ageing population and low birth rate.
- Compete in the increasingly global marketplace with international perspectives and connections.
- Take advantage of human capital ("brain gain") brought to our country.
- Capitalize on savings in educational costs.
- Add new, innovative ideas in the workplace.
- Demonstrate that our society gives equal opportunity to all and embraces cultural diversity.