



An invitation to bring your organization into a conversation about overcoming implicit bias and fostering deep inclusion

Events of the last few months – in Canada and in the US – have brought the extent of racial bias and its impact to an almost deafening level. Clearly any conversation about bias and inclusion in our current cultural context absolutely has to consider race-based bias – especially anti-Black racism. At the same time, we all know there is a long history of bias and exclusion based on various identity markers: Gender. Sexual orientation. Ethnicity. Disability. Religion. Age. Many others.

Some of you have been – and continue to be – part of the long process of overcoming these biases and the barriers to full inclusion that they create. Some of you have benefitted from the hard work done by others. We also know that this work is not finished, and that there is an opportunity for individuals and organizations to step forward on this.

We have created this program as an opportunity for people to come together in a process that will allow for deeper learning about bias, and for identifying new opportunities for each person to contribute in even more impactful ways to the creation of a fully inclusive future environment.

Conversations about bias and inclusion can be challenging because they touch us at a mental, physical and emotional level. Our intention is that the very act of engaging in this process will help build our capacity to have these important kinds of conversations and recalibrate that balance.

How does the program look?

The process we will engage in:

- > **Enhancing awareness** of biases, blindspots, and (un)intended “exclusions” of aspects of others’ identity and experience.
- > **Deepening insights and understanding** of the impact of biases, blindspots, and (un)intended exclusions of aspects of other’s identify and experience.
- > **Identifying constructive, creative actions** to promote fuller inclusion and equity that follow from our deeper insight and understanding.

The main elements of the program are:

- > **Facilitated virtual group sessions** (either 2 or 3, depending on your specific needs)
- > Some **preparation work and follow-up material** for participants.

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