

INDUSTRY CONSULTATION PROGRAM

Build a Dream



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada

This project has been funded by Women and Gender Equality Canada.

ABOUT THE ICP

The Industry Consultation Program (ICP), funded by the Women and Gender Equity (WAGE) grant, is an EDIB centered initiative focused on offering individualized support, recommendations, and training to corporations and industry partners. The program includes:

- An environmental scan looking at employee experience, EDIB practices, and policies.
- Research and data-informed recommendations on how to best implement EDIB practices into your workplace.
- A training workshop of your choice centered on EDIB – see below for a full breakdown of the innovative and thought-provoking workshops by our team.

Workshops available for an applicable fee.

ADDITIONAL DETAILS

- The ICP is free of charge for participating organizations due to the support of Women and Gender Equity grant. This excludes workshops.
- Build a Dream takes on all administrative aspects of the project, all we ask from Partners is an open-mind and authentic participation.
- The Program is a five (5) week process; available in online, in-person, and hybrid delivery.



**Interested?
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WORKSHOP OFFERINGS

EDIB: UNDERSTANDING AND ADDRESSING THE STIGMA

While Feitosa (2022) argues that diverse perspectives within an organization can lead to more effective and successful work; this workshop acknowledges the changing opinions, sentiments, and commitments to equity, diversity, inclusion, and belonging. Society is pulling back and conversations surrounding EDIB are now met with disassociation and indifference. This workshop invites all opinions to the table to understand the shift in perspective, what caused it, and how to approach the work through a lens of hands-on and meaningful change.

EDIB: IT'S ROLE AND PERFORMATIVE CHALLENGES

While corporations and organizations increase efforts towards EDIB, there is oftentimes a disconnect between efforts, programs, and policies and the legitimate needs of the groups they are meant to serve. This workshop touches on what EDIB is supposed to be and what it realistically looks like as decision making tables are not reflective of diverse groups. The lack of diversity is attributed to the sometimes-performative nature of the work where there is no impact or understanding, or as Bannerji (2000) describes as “asking for bread and being given stones.”

EDIB: CULTURAL COMPETENCY

Living in a diverse community comes with diverse ways of knowing, being, and doing. Ahmed (2012) refers to cultural differences as “rocking the boat” of the status quo. This workshop delves into the differences in culture, practices, and traditions that you may find immersed and interwoven into the fabric of your team. It explores their meanings, purposes, and provides explanations on how to interact with different norms and traditions. The purpose of this workshop is to increase cultural awareness in order to foster a more culturally responsive space for all members of the community.

All workshops are available in hybrid, online, or in-person.