TRAININGS & WORKSHOPS

Human Rights,
Equity and Inclusion

Winter 2020
Human Rights, Equity and Inclusion (HREI) supports, educates, and brings members of our campus community together to facilitate understanding, address discrimination and harm, influence, and advance systemic changes towards making the University of Waterloo an equitable and safe(r) place where everyone can thrive. Our trainings and workshops are centred around students, faculty and staff; our campus community.

Members of our campus community, like the threads of a colourful, hand-woven braid, are diverse, with unique lived experiences, which enhance and inform our work. We thank all who attend and contribute to our trainings and workshops, and we look forward to seeing you soon!
WELCOME & INTRODUCTION

Human Rights, Equity and Inclusion (HREI) is thrilled to present the Winter 2020 Trainings and Workshops catalogue for students, faculty, and staff at the University of Waterloo.

HREI works to bring members of our campus community together to facilitate understanding and address systemic barriers to equity, inclusion, and decolonization. Five intersecting portfolios support this work:

- Indigenous Initiatives
- Equity Office
- Sexual Violence Prevention and Response Office
- Conflict Management and Human Rights Office
- Education and Awareness

Our trainings and workshops aim to create space and opportunity for conversation, learning, and exchange. Most trainings are hands-on, interactive, and designed for small groups, while some trainings are available online at a time and place convenient to you. We are also happy to work with you to develop trainings and workshops for events such as conferences, or staff orientation, among other unique occasions.

With a commitment to small group facilitation and learning, our sessions fill up fast. Browse our complete list of trainings and workshops and register online at uwaterloo.ca/hrei/trainings. Email hrei.trainings@uwaterloo.ca with any questions, or suggestions for future trainings – we would love to hear from you.

DIANA PARRY, PhD
ASSOCIATE VICE-PRESIDENT,
HUMAN RIGHTS, EQUITY AND INCLUSION
dcparry@uwaterloo.ca

Visit uwaterloo.ca/hrei/trainings to browse and download a month-by-month digital training calendar!
TRAININGS AND WORKSHOPS: HOW TO REGISTER

Step 1: Create your GoSignMeUp account!

To enroll in a training or workshop, you must first register an account with uwaterloo.gosignmeup.com. You will only need to do this step once, so if you have already attended a training, you can skip to Step 2.

Visit uwaterloo.gosignmeup.com

1. Click UW Login (top menu, right-hand corner)
2. Enter your WatIAM credentials. Click Sign in
3. Click “My Account” (top menu)
4. Click the “pencil” icon in the top right corner of the Participant Information box and complete the form, noting that “Role” and “Faculty/Unit” are required fields for all participants
5. Use the drop-down menu to select your primary role at the University of Waterloo (e.g., undergraduate student, staff, etc.). If you are a student, enter your “Student ID” and “Degree Program”
6. Click the floppy disc icon on the top right of the Participant Information box to “Save” the information you have entered
7. From this page, click on “Browse Course/Sessions” to move to the Trainings and Workshops Main Menu
Step 2. Browse and Register for a Training or Workshop

1. Click the + symbol next to “Human Rights, Equity and Inclusion” on the left side of the page to expand the categories of trainings available
2. Click the category that best describes/supports your role/interests at the university
3. Click “register” on the right side of a training offering
4. After you have registered for one or more courses, then click the “items” icon located above the text that says “Browse Course/Sessions”
5. Click the green “checkout” button

If you have not logged into the system yet, you will be prompted to do so before the registration can be completed.

Once you have registered, you will receive a confirmation e-mail that includes an .ical attachment, which will allow you to add the new course to your calendar.
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INDIGENOUS INITIATIVES

Why participate in Indigenous Initiatives?

Indigenous Initiatives trainings and workshops are encouraged for all University of Waterloo campus community members. Our workshops are attended by self-identifying First Nations, Métis, and Inuit peoples, along with settlers. Together, they engage with and think critically about workshop content.

Human Rights, Equity and Inclusion creates spaces and opportunities for the campus community to support and take action to advance reconciliation. Many of our trainings and workshops aim to provide essential insights into the historical and ongoing processes and impacts of colonization, Indigenous histories, including treaty rights, and the impact of Indian residential schools.

MEET A FACILITATOR:

Aanii, My name is Gee waniway eekwe (Whirling wind woman). I am bear clan displaced through colonization from Brunswick House First Nation. I am a graduate of Humber College Early Childhood Education Diploma program, Bachelor of Arts Degree from University of Waterloo and the Master of Social Work, Indigenous Field of Study at Wilfrid Laurier University. Much of my career has focused on working within mental health and advocacy. I have worked as Executive Director at White Owl Native Ancestry, Program Director at Ontario Federation of Indigenous Friendship Centers, as well as Indigenous Curriculum Development Specialist at Mohawk College. I work from a wholistic trauma-informed pedagogical perspective that works to empower people to critically reflect on how their practice impacts the world.

ELA SMITH, RECE, MSW, RSW
KAIROS BLANKET EXERCISE

WHAT?
The KAIROS Blanket Exercise (KBE) program is a unique, interactive and participatory history lesson developed in collaboration with Indigenous elders, knowledge keepers, and educators. This experiential workshop aims to foster understanding about our shared history as Indigenous and non-Indigenous peoples.

HOW?
During the KBE, you will move along blankets representing the land and into the role of First Nations, Inuit, and Métis peoples. By reading scrolls and carrying cards you experience situations that include pre-contact, treaty-making, colonization, and resistance. Facilitators guide you through the workshop. The exercise concludes with a debriefing, conducted as a “talking circle,” during which you discuss the learning experience, process feelings, ask questions, share insights, and deepen your understanding.

Please read more at www.kairosblanketexercise.org

WHEN?
In-person, 2.5-hour workshop, in a small-group setting.

January 23, 2:00 - 4:30 pm

WORKSHOP CODE: INI101

FACILITATORS: TO BE ANNOUNCED
YOU DON’T KNOW WHAT YOU DON’T KNOW PART I AND II

WHAT?
Human Rights, Equity and Inclusion is pleased to have Ela Smith present this two-part workshop where campus community members will gain a deeper understanding of historic and current realities for First Nations, Métis and Inuit people in Ontario and Canada.

HOW?
Ela’s workshop offers you a valuable opportunity to:

• increase understanding of how historic and ongoing realities for First Nations, Métis and Inuit people in Ontario and Canada
  • affects current and future generations of Indigenous people
  • affects how Indigenous people are received and treated in institutions, including post-secondary institutions
• increase understanding of Indigenous culture and Indigenous ways of knowing
• increase awareness of local urban First Nations, Métis, and Inuit communities
• promote self-reflection to further an understanding of the impacts of colonization and racism experienced by Indigenous peoples

WHEN?
In-person, 3-hour workshop, in a small-group setting.

Part I: You Don’t Know What You Don’t Know 102: February 21, 1:00 pm - 4:00 pm
Part II: You Don’t Know What You Don’t Know 202: March 27, 1:00 pm - 4:00 pm (Prerequisite: INI102)

WORKSHOP CODES:
PART I: INI102
PART II: INI202

FACILITATOR: ELA SMITH

Follow us for updates on trainings, workshops and events on campus @uwaterloohrei
READING GROUP ON THE MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS FINAL INQUIRY REPORT

WHAT?
The National Inquiry’s Final Report reveals that persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada’s staggering rates of violence against Indigenous women, girls and 2SLGBTQQIA people. This reading group will explore selected chapters of the Final Report and provide a guided discussion of the Inquiry’s findings.

We will also situate the findings of the report within a post-secondary context, aiming to explore the intersections between trauma, learning, and educational outcomes.

We thank the UWaterloo Library for their support of this initiative!

Prerequisite: Either Kairos Blanket Exercise (INI101) or You Don’t Know What You Don’t Know Part 1 (INI102), or other prior knowledge and/or lived experience in the subject area.

WHEN?
January 28, 12:00 - 1:00 pm
February 25, 12:00 - 1:00 pm
March 31, 12:00 - 1:00 pm
April 28, 12:00 - 1:00 pm

Workshop Code: INI201

Attend any of our Winter 2020 trainings or workshops and you will be entered into a monthly draw where you can win a must-read book, chosen by one our team members!
LUNCH AND LEARN SERIES

Lunch is on us! Join us as we gather to informally discuss a wide assortment of topics, ranging from updates on Policy 42: Prevention and Response to Sexual Violence, discussions on healthy relationships facilitated by the Sexual Assault Support Centre of Waterloo Region, and identifying and challenging micro-aggressions in ourselves and others.

Lunch and Learns are typically 1 to 1.5 hours long, and include lunch and beverages.

Visit uwaterloo.ca/hrri/trainings to browse our Lunch and Learn Series and to register!

MEN’S CIRCLE

WHAT?
Through interactive exercises and discussions, the Men's Circle will explore some of the ways in which men can become leaders in creating a safe(r) campus for everyone. The content is geared toward unpacking harmful constructs of masculinity and increasing understanding of the impact of an individual’s behaviour on themselves and others.

This workshop will also explore the relations of power involved in sexual violence and sketch men's roles in fostering gender equity on campus.

WHEN?
January 15, 12:00 - 1:30 pm  
February 13, 12:00 - 1:30 pm  
March 11, 12:00 - 1:30 pm

LUNCH IS INCLUDED!
THE EQUITY OFFICE

The Equity Office works with diverse members of the campus community to advance equity through evidence-based policies, practices, and programs. A few examples of Equity Office work across campus include:

- providing equity training and workshops on areas of interest
- providing one-on-one or group consultations and coaching
- working with key stakeholders to collaborate on initiatives and help provide capacity
- providing research support and resources to enhance diversity and equity work on campus

GINA HICKMAN
DIRECTOR OF EQUITY
gina.hickman@uwaterloo.ca

Gina provides strategic leadership and actively works with stakeholders across campus to advance equity through evidence-based policies, practices and programs. Some of her key areas of focus include institutional equity planning and policy development, equitable recruitment and selection, and finding ways to meaningfully consult with diverse students, faculty and staff.

EMILY BURNELL
EQUITY COORDINATOR
emily.burnell@uwaterloo.ca

Emily provides confidential support to students, faculty, and staff experiencing equity related barriers; which can involve advocacy, connection to resources, discerning potential interim solutions, creating training opportunities, and working toward longer term institutional change. She also works on projects that advance equity on campus, creates resources on best practices, partners with key campus stakeholders and, seeks to add capacity to the campus community on equity related initiatives.

Why Participate in Equity Training?

Equity trainings provide and support the development of tools, strategies, and processes to foster and support a more productive and welcoming environment on campus, no matter where you work and with whom. Equity-focused trainings support the University of Waterloo’s commitment to create and support inclusive and innovative environments on campus, including in classrooms, labs, offices, and within research teams.
EQUITY 101

WHAT?
This foundational workshop is designed to give you an understanding of equity and how our interactions with one another are shaped by systems of oppression, power, and privilege.

HOW?
Participation in this workshop will give you tools and strategies to:

• articulate and understand the broader post-secondary and societal contexts for equity, diversity, and inclusion
• identify and discuss individual, interpersonal, institutional, and systemic barriers for equity-seeking groups
• identify and discuss strategies to reduce unconscious bias, incorporate inclusive practices into your daily work, and enhance capacity for allyship

WHEN?
In-person, 3-hour workshop, in a small-group setting.

January 29, 9:00 am - 12:00 pm
March 12, 1:00 - 4:00 pm

WORKSHOP CODE: EQ101

EQUITY-SEEKING GROUPS:
• are communities that experience historical and on-going marginalization and seek equal access to full social, economic, environmental, and political participation
• they can include (but are not limited to) women, racialized peoples, First Nations, Métis, or Inuit peoples, members of the LGBTQIA2S+ community, people living with disabilities, those who exercise cultural and/or religious practices, and any intersections of these identities

Have suggestions for future trainings, or would like to chat about customized trainings and workshops?
Connect via email hrei.trainings@uwaterloo.ca or @uwaterloohrei
ANTI-RACISM WORKSHOP

WHAT?
This workshop explores how to engage critically in anti-racism and enact anti-racist practices on campus. Prerequisite Equity 101 (EQ101)

HOW?
Anti-racism is an ongoing and active process of recognizing and addressing individual, institutional, and systemic racism. Upon completion of this workshop you will:

• gain a broader awareness of how race and racism affects the lived experience of racialized groups, and the specific context of race on post-secondary campuses
• understand how white people contribute, actively or unconsciously, to racism
• be able to apply key concepts related to anti-racism, oppression, and privilege
• understand how racial bias affects individuals and communities
• be able to identify ways to implement anti-racist practices in our campus spaces

WHEN?
In-person, 3-hour workshop, in a small-group setting.

January 30, 9:00 am - 12:00 pm
March 23, 9:00 am - 12:00 pm

WORKSHOP CODE: EQ201
LGBTQIA2S+ MAKING SPACES

WHAT?
The Making Spaces program is a framework for creating affirming spaces on campus and fostering interpersonal relationships through education and training on aspects of social identity.

HOW?
This program offers attendees the opportunity to learn more about gender identity and expression, sexual identity, homophobia, heterosexism, bi-phobia, transphobia, and how these intersect with other identities. After completing this workshop, you will:

• receive practical recommendations and support to enable you to be an ally for social equality and equity
• have an opportunity to sign a statement of affirmation if you wish to become an official Space Maker at the University of Waterloo
• Space Makers at University of Waterloo, are ambassadors of equity, who receive a visual identifier to honour the completion of the program and communicate that they are LGBTQIA2S+ affirming

WHEN?
In-person, 3.5-hour workshop, in a small-group setting.

February 13, 12:30 - 4:00 pm
March 20, 12:30 - 4:00 pm
April 8, 9:00 am - 12:30 pm

WORKSHOP CODE: EQ202
EQUITABLE RECRUITMENT AND SELECTION

WHAT?
This workshop focuses on the faculty hiring process and promotes best practices for recruitment and selection to ensure that the committee reaches an unbiased and fair decision. The workshop is required for all CRC and CERC-level hires and is strongly recommended for all faculty hires, regardless of position.

HOW?
Through informative and interactive elements, this workshop ensures you will:
1. be able to articulate, understand, and challenge the ways that unconscious bias may have an effect on committee considerations
2. have an understanding of the institutional context and legal compliance requirements through which a hiring committee undertakes its work
3. be aware of equity, diversity, inclusion, and First Nations, Métis and Inuit collaborations necessary within research and funding decisions
4. understand how an equitable hiring committee functions to reach the most informed decision

WHEN?
In-person, 2-hour workshop, in a small-group setting.

January 17, 2:00 - 4:00 pm
February 10, 1:00 - 3:00 pm
March 26, 10:00 am - 12:00 pm
April 21, 10:00 am - 12:00 pm

WORKSHOP CODE: EQ103

COMING WINTER 2020:
REFRESHER COURSE ON EQUITABLE RECRUITMENT AND SELECTION on LEARN.

ALL FACULTY HIRING COMMITTEES ARE ENCOURAGED TO REVIEW THIS ONLINE MODULE ONCE A YEAR AND PARTICIPATE IN A FACE-TO-FACE WORKSHOP AT LEAST EVERY THREE YEARS.

NEED TO VERIFY WHEN YOU LAST TOOK EQUITABLE RECRUITMENT AND SELECTION? CONTACT US TO FIND OUT! HREI.TRAININGS@UWATERLOO.CA
SPEAKING TO RACIST FAMILY, FRIENDS, AND COLLEAGUES

WHAT?
This workshop explores strategies and tactics for addressing racism from loved ones or colleagues in meaningful and impactful ways.
Pre-requisite: Anti-Racism Workshop (EQ 201)

HOW?
In this workshop, you will engage with a variety of scenarios that manifest implicit or overt bias. Also explored, are common behaviours and tactics for dismissing conversations about race and minimizing the harmful impact of racist behaviours, beliefs, and language. By the end of this workshop you will learn a number of techniques that take into account balancing relationships and creating long-term sustained progress and change, while understanding the roots of prejudice and tapping into the individual's capacity for empathy.

WHEN?
In-person, 3-hour workshop, in a small-group setting.

March 24, 1:00 - 4:00 pm

WORKSHOP CODE: EQ301
The Sexual Violence Prevention and Response Office supports students, faculty, and staff on the main campus, satellite campuses, and University Colleges, who have experienced or have been impacted by sexual violence. This work includes:

- providing a safe space for folks to come and speak with us in as little or as much detail as they wish about their experience
- discussing resources, both on- and off-campus, that could provide further support
- exploring potential next steps, which could include safety planning, formal and informal options, workplace and/or academic accommodations

Amanda provides strategic leadership and works with the entire University community to effect change with regard to sexual violence through policies, programs and practice. Amanda also provides confidential support to anyone who has experienced, or been impacted by, sexual violence and engages in campus-wide education.

AMANDA COOK, MSW, RSW
DIRECTOR OF SEXUAL VIOLENCE PREVENTION AND RESPONSE
amanda.cook@uwaterloo.ca

Meaghan supports those impacted by sexual violence to access resources, and to make decisions for themselves about available options. Meaghan also provides campus-wide education on best practices for receiving disclosures, unpacking gendered violence, and creating a consent culture.

MEAGHAN ROSS
SEXUAL VIOLENCE RESPONSE COORDINATOR
m23ross@uwaterloo.ca

Why Participate in Sexual Violence Prevention and Response Training?

Training related to sexual violence prevention and response is part of the University of Waterloo's prevention framework, supporting its goal of promoting a consent culture. Our trainings, workshops, and organized chats provide important opportunities for dialogues, building tools, and resources to support and maintain a safe and respectful environment.
**SEXUAL VIOLENCE AWARENESS**

**TIP! MANY FIND IT USEFUL TO COMPLETE THIS MODULE BEFORE REGISTERING FOR RESPONDING TO DISCLOSURES OF SEXUAL VIOLENCE.**

**WHAT?**
This online training provides a broad overview of the types of behaviours that can be considered sexual violence and introduces the supports and resources that exist on campus for those affected by sexual violence.

**HOW?**
By the end of this online training module, you will learn to:
- identify what behaviours are considered sexual violence
- identify University of Waterloo policies that relate to sexual violence
- understand the role that the Sexual Violence Prevention and Response Office has on campus
- identify appropriate ways to support those impacted by sexual violence and recognize that sexual behavior affects each person differently

**WHEN?**
Online module, less than one-hour, available at any time.

To register and complete this module, visit Learn (https://learn.uwaterloo.ca)

**WORKSHOP CODE ON LEARN: SVPR101**
RESPONDING TO DISCLOSURES OF SEXUAL VIOLENCE

WHAT?
In this interactive workshop, attendees will develop tools, strategies, and resources to respond effectively to disclosures of sexual violence.

HOW?
Training on sexual violence prevention and response supports the University’s commitment to fostering a safe, welcoming, and inclusive environment and each of us plays an important role in promoting a safe and respectful environment. Through this workshop, you will:

- learn about key concepts such as sexual violence, and identify and understand societal myths that often inform discussions of sexual violence
- explore systems of discrimination that exist in society and how these influence how sexual violence happens and is experienced
- learn how to effectively respond to a disclosure of sexual violence

WHEN?
In-person, 1.5-hour workshop, in a small-group setting.

- February 4, 1:00 - 2:30 pm
- March 11, 10:00 - 11:30 am

WORKSHOP CODE: SVPR102

SEXUAL VIOLENCE AWARENESS 101 INSIGHTS

Sexual violence is any act that targets a person’s sexuality, gender identity, or gender expression. It can be physical or psychological in nature and committed, threatened, or attempted against a person without their consent.

Most at risk of sexual violence are:
- women-identifying First Nations, Métis, and Inuit peoples
- people self-identifying as gay or bisexual
- transgender people
- women-identifying seniors
- international students
CONFLICT MANAGEMENT AND HUMAN RIGHTS OFFICE

The Conflict Management and Human Rights Office (CMAHRO) provides a variety of services for members of the campus community dealing with conflict, human rights issues, or workplace harassment. Various services and supports are available including:

- issue identification
- resources
- formal support and responses to human rights issues and workplace harassment
- investigation services for Policy 33 complaints
- group and meeting facilitation
- mediation
- conciliation
- education and training
- and coaching, among others

Matt has been the Director of CMAHRO at the University of Waterloo since 1993, when he was invited to establish this office, acting as a focal point for human rights and ethical behavioural concerns. Prior to establishing CMAHRO, Matt was the University Ombudsperson, and later part of UW’s staff relations team.

MATT ERICKSON
DIRECTOR OF CONFLICT MANAGEMENT AND HUMAN RIGHTS
erickson@uwaterloo.ca

Jeremy provides a range of formal and informal services, including confidential consultations for all campus community members. He also provides management consultations, mediation, facilitation, workplace assessments, and formal investigations related to claims of harassment and discrimination.

JEREMY DE BOER
SENIOR CASE CONSULTANT
jdeboer@uwaterloo.ca

Why Participate in Conflict Management and Human Rights Training?

Conflict Management and Human Rights trainings advance the University of Waterloo's commitment to create an environment in which everyone treats others with respect and dignity. These online and in-person trainings, and workshops build the tools, strategies, and resources needed to cultivate a healthy, respectful, and innovative campus environment.
MANAGING DIFFICULT CONVERSATIONS 101

WHAT?
This course provides an opportunity to learn how to manage difficult conversations when they arise, whether it be with a manager, supervisor, colleague or even family member.

HOW?
No matter what your role is on campus, this is a foundational workshop that will provide tools and strategies for more effective conflict management. Upon completion of this workshop, you will:

• be able to successfully assess the context of the situation
• build conflict management and communication skills and gain access to supportive resources
• learn to communicate in a way that reduces tension and facilitates a productive conversation
• learn how to handle a situation that involves disrespectful comments or behaviours

WHEN?
In-person, 3-hour workshop, in a small-group setting.

February 28, 1:00 - 4:00 pm
April 20, 1:00 - 4:00 pm

WORKSHOP CODE: CMHR101

"It was the first time I took the workshop and there was lots of good information. I’m glad this info is shared."
VERBAL DE-ESCALATION AND CRISIS INTERVENTION

WHAT?
Join a Crisis Prevention Institute's (CPI)-certified instructor for this highly interactive and valuable training.

HOW?
This workshop enables you to build confidence to effectively deal with potentially hostile, angry, and/or frustrated stakeholders, both internal and external to the workplace. Upon completing this training, you will:

• be aware of how crisis situations evolve and develop
• be able to examine the non-verbal and verbal elements of communication that impact a crisis situation
• have practiced de-escalation strategies
• know how to set limits with individuals who are verbally aggressive and potentially non-compliant
• understand the reciprocal relationship between one’s own behaviour and the behaviour of others
• leave with coping mechanisms to maintain professionalism
• learn from crisis situations

WHEN?
In-person, 3.5-hour workshop, in a small-group setting.
January 22, 9:00 am - 12:30 pm
April 14, 1:00 - 4:30 pm

WORKSHOP CODE: CMHR103

Part of the Crisis Prevention Institute’s Prepare Training® Course
“GIVING BAD NEWS” WORKSHOP

WHAT?
Giving bad news is seldom easy, but it is a regular part of many jobs to provide information that an employee or supervisor does not wish to hear. Bad news may trigger anguish, agitation, or even aggression.

Prerequisites: Registrants should have completed the Verbal De-Escalation and Crisis Intervention workshop (CMHR103) prior to completing this workshop.

HOW?
This workshop enables participants to prepare in advance, know what resources are available, and build confidence to effectively deal with potentially hostile, angry, or frustrated stakeholders, both internal and external to the workplace. By preparing in advance and presenting bad news in a way that's direct but tactful, the person is likely to feel supported, and at the very least, treated fairly. Upon completing this course, you will:

• consider the implications of the University's policies and procedures related to giving bad news
• be able to effectively prepare to give bad news
• be able to deliver bad news in a manner that is respectful, service-oriented, and physically and emotionally safe

WHEN?
In-person, 2-hour workshop, in a small-group setting.

April 23, 10:00 am - 12:00 pm

WORKSHOP CODE: CMHR105

Part of the Crisis Prevention Institute’s Prepare Training® Course
WORKPLACE HARASSMENT PREVENTION WORKSHOP

WHAT?
This workshop will raise your awareness of behaviours and attitudes that may contribute or lead to workplace. You will also learn how these can be recognized and addressed in order to minimize the incidences of harassing behaviour.

HOW?
By participating in this workshop, you will:

- become knowledgeable about the legal and policy contexts of workplace harassment
- understand our obligations and rights as employees and supervisors under these laws and policies
- gain skills to create and support an environment where harassment is less likely to occur
- understand the elements of a reasonable response to a harassment complaint
- discuss why bystanders may not intervene and how employers can encourage bystanders to play a role in preventing workplace harassment

WHEN?
In-person, 2-hour workshop, in a small-group setting.

March 23, 1:00 - 3:00 pm

WORKSHOP CODE: CMHR104

Have suggestions for future trainings, or would like to chat about customized trainings and workshops? Connect via email hrei.trainings@uwaterloo.ca or @uwaterloohrei
HARASSMENT AND DISCRIMINATION IN THE WORKPLACE: A PRIMER

WHAT?
Upon completion of this training you will:

- be able to identify behaviours that are considered harassment or discrimination
- understand how to access resources and supports for those concerned about harassment and discrimination on campus
- be prepared to respond effectively if someone comes to you with concerns related to harassment and discrimination on campus

WHEN?
Online module, less than one-hour, available at any time.
To register and complete this module, visit Learn (https://learn.uwaterloo.ca)