




The Diversity & Inclusion Charter
Community Leadership Program
 Day 5
 June 20th 2020




Opening Circle
9:30 – 10:00

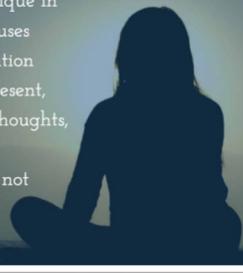
Land Acknowledgement

We are on the lands of the Aboriginal Peoples of Turtle Island and acknowledge that they continue to face inequities even today




MINDFULNESS

noun. A technique in which one focuses one's full attention only on the present, experiencing thoughts, feelings, and sensations but not judging them




CLP Schedule

- 18 Jan – Intro to CLP Learning Community, RDR & Key Concepts
- 22 Feb – D&I Charter: Its Background and Commitments
- 28 Mar – *Postponed*
- 25 Apr – Understanding Key Concepts, including ‘Community’
- 30 May – Recognizing Role of DEI Leaders in their Communities
- 20 June – Communication Skills and Promoting DEI
- 18 July – DI Charter in the Community + Sharing Constructive Feedback & Closing Reflections
- 19 Sept – *Community Projects Forum & Graduation!*



Day 5 Agenda

MORNING

- 9:30 – 10:00 Opening Circle
- 10:00 – 11:00 Getting started with communication
- 11:00 – 11:10 Break
- 11:15 – 12:15 Guest Presenter: Sylvia Link
DEI thought leader on Social Media

AFTERNOON

- 12:15 – 12:45 Project sessions
- 12:45 – 1:15 Lunch
- 1:15 – 2:15 Presenter: Roger Caesar
Public Speaking: Influence the World Around You
- 2:15 – 2:30 Recap & Debrief



What is communication?

The dictionary defines communication as a process by which **information is exchanged** between the individuals through a common system of **symbols, signs or behaviors**.

Communication has existed from time immemorial.

Communication requires:

- a sender
- a message
- an intended recipient



COMMON FORMS OF COMMUNICATION

- VERBAL communication
 - Consists of words a person uses to convey an idea or a thought.
 - WRITTEN communication
 - Emails
 - Texts
 - Handwritten notes
 - VISUAL communication
 - Emojis
 - Pictures
 - Graphic illustrations
- NON-VERBAL communication
- Facial expression
 - Posture
 - Eye-contact
 - Pitch, voice modulations

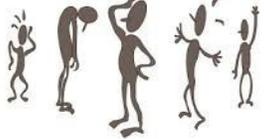


EFFECTIVE COMMUNICATION

WHAT PERCENTAGE OF COMMUNICATION IS AFFECTED BY:

- BODY LANGUAGE
- TONE OF VOICE
- WORDS

NON-VERBAL COMMUNIIATION



SPEAKS LOUDLY

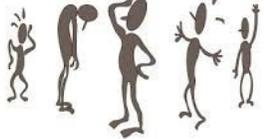


EFFECTIVE COMMUNICATION

WHAT PERCENTAGE OF COMMUNICATION IS AFFECTED BY:

- BODY LANGUAGE: **55%**
- TONE OF VOICE: **38%**
- WORDS: **7%**

NON-VERBAL COMMUNIIATION



SPEAKS LOUDLY



BARRIERS TO EFFECTIVE COMMUNICATION

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Accessibility and Communication

Vision for Diversity, Equity and Inclusion

Communication directed in building inclusion is effective if it strives to include people of all ethnicities, gender identities, sexual orientations, religious affiliations, abilities, and ages, for example, in a way that makes no assumptions about the receiver of the communications. Below are some suggestions on how to achieve that goal:

- All websites should be accessible
- Videos should include the option with caption
- Check all materials for language that may be perceived as biased
- When writing about research and other activities, consider story angles that implicitly or explicitly reinforce the benefits of diversity, equity, and inclusion
- Weigh the importance of diversity, equity, and inclusion in selecting individuals for quotes and other appearances in the media





New to the Conversation? Respond with Empathy

- As Ambassadors, trained in DEI, sometimes we may feel disappointment when someone doesn't "know" as much as we do – our DEI knowledge does not make us "righteous"
- It is important to understand that everyone's DEI journey is different
- As Ambassadors, your responsibility is to effectively engage in discussions around heavy and complicated topics without making the person feel unknowledgeable
- Your communication skills need to be empathetic, unpatronizing, and open
- Of course, there are limitations – you will have to learn to tell the difference between genuine learning and condescending, biased questions
- This also includes giving "unsolicited opinions"



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Current times: Protests and Communication

- Protests
- Signing petitions
- Reaching out to organizations and offering support/volunteering
- Contacting your MPs
- Spreading awareness through social media



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Protests

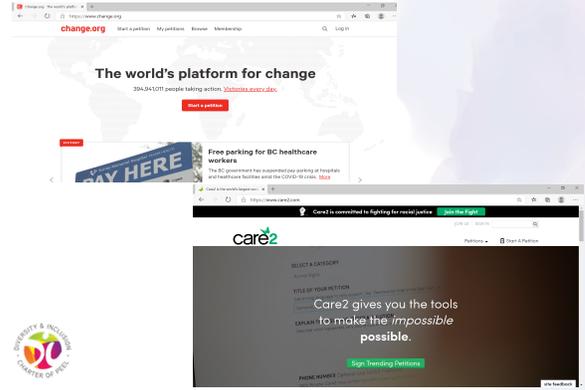


Source: <https://www.sj.com/articles/george-floyds-death-in-u-s-sparks-outrage-abroad-11591123234>



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Petitions



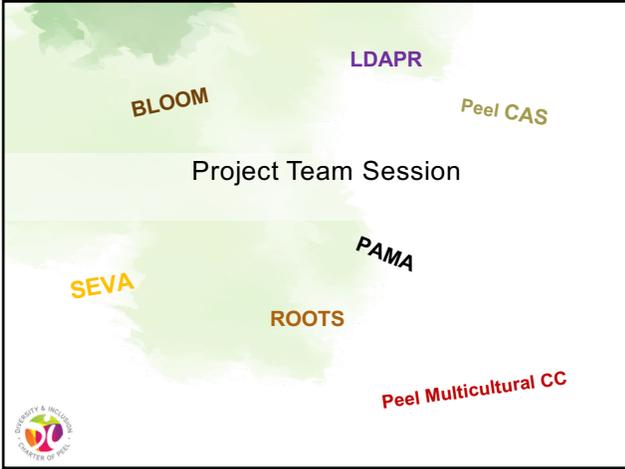
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Break
11:00 – 11:10



Sylvia Link
Use of Social media: DEI thought leader for communications





BLOOM **LDAPR** *Peel CAS*

Project Team Session

SEVA **ROOTS** **PAMA**

Peel Multicultural CC




Lunch Break
12:45 – 1:30




Roger Caesar
Public Speaking: Influence the World Around You



Recap & Debrief

- One word to describe today
- Process to request project funds/reflections to share from today's CLP Saturday?
- Any further individual feedback or questions to ask in writing, *OR* paper feedback forms, *OR* reach out to any RDR staff to share your inputs!



Your Reflection Work

- *Post session activity to be shared on the portal and or email*
- *Pick a DEI issue, write a blog, create a post, create a photo voice, or a communication activity of your choice*



Reminder: Prepare for Day 6 & CLP Resources

- Continue Project teamwork (of course!)
- Portal Access! Make sure you are using it and engaging with the rest of the ambassadors!
- See you here at Day 6, July 18th at 9:30 am

