

Developing Inclusive Workplaces for Immigrants: Gaps and Promising Practices in Diversity Training

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Objectives

- ✧ To examine cultural competency and diversity trainings and workshops.
- ✧ To explore trainers' experiences of facilitating these trainings.
- ✧ To examine gaps in trainings and promising practices.

Research Questions

- ✧ What are diversity trainers' experiences of developing and facilitating training?
- ✧ What are the gaps in diversity training and practices?
- ✧ How is diversity training implemented in the workplace?
- ✧ What are the promising practices in diversity training?

Methods

- ✧ 18 in-depth interviews with diversity trainers
- ✧ Location: Ontario (n=15), British Columbia (n=2), Alberta (n=1)
- ✧ Gender: Female (n=11), Male (n=7)
- ✧ Age: \bar{x} = 43 years old
- ✧ First languages: English, Cantonese, Somali, Spanish, Ewe, Danish, Japanese, Tamil, Hungarian, Romanian

Gaps

Diversity is heterogeneous 'one size does not fit all'

The context of training is important

Diversity and equity need to be embedded into the organization to be sustainable

Learning about bias and increasing self-awareness makes people uncomfortable

Trainings need to be evidence-based and theoretically informed

Trainings need to address colonialism and anti-colonialism

Trainings should address power dynamics

Trainings should be ongoing, over a long period of time

"That's the problem to make sure it's actually incorporated and people don't just leave it there. Implementation is important..."
 (Trainer 14, May 23, 2013)



"One of our favourite delivery methods is dialogue... We use circles as a form of dialogue"
 (Trainer 9, May 17, 2013)

Promising Practices



Organizational buy-in



Modifying training based on context



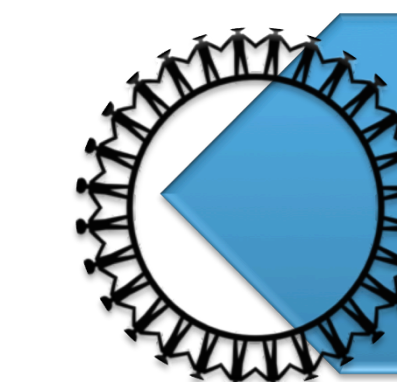
Discussion of colonialism and anti-colonialism



Addressing power dynamics



Evidenced-based and theoretically informed training



Use of experiential learning, people with lived experience, dialogue circles



Facilitators with theoretical knowledge of culture, ethnicity/race, marginalization, power, privilege, diversity and oppression

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