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## Train-the-Trainer Equity Education Program

In this six-hour training module, participants will gain the knowledge, skills, and resources required to deliver Part 1 of our full-day Educators' Equity Workshop, covering the sections "Self-Check In" and "Prejudices and Stereotypes." Participants in this program will be trained to deliver the two-hour workshop "Focusing our Equity Lens: Part 1" to staff and students at their school or within their board.

The train-the-trainer program involves four main components:

- Participants will experience the two-hour workshop together as a group
- Participants will be provided with additional information on equity and inclusive education to contextualize each of the activities in the two-hour workshop
- Participants will learn effective facilitation and debriefing techniques, as well as role-play challenging scenarios that might arise
- Participants will have the opportunity to practice facilitating the material to each other

Using interactive games, activities, and small-group discussions, the two-hour workshop "Focusing our Equity Lens: Part 1" will cover the following topics:

- **IDENTITY:** Who are we? What parts of our identities are important to us? What is the difference between identity and labels? What assumptions do people make about us? How are we impacted by these assumptions?
- **PERSONAL LENSES:** How do our own identities, experiences and beliefs impact the way we interact with others? What assumptions do we make about others? Where do these assumptions come from? Who and what is inside and outside of our comfort zone? How can we challenge ourselves to step outside of our comfort zone?
- **DIVERSITY & EQUITY:** How diverse is Canada? How diverse is our school and community? Are all groups valued, represented and respected equally? How can we apply an equity lens to our work?



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- **PREJUDICE, STEREOTYPES & DISCRIMINATION:** Where do prejudice and stereotypes come from? How are we impacted by prejudice, stereotypes and discrimination? How do they impact our students? Colleagues? Community? What are some examples of each in our school and community?
- **CELEBRATING THE WHOLE PERSON & WHOLE COMMUNITY:** How can we challenge our assumptions about our students, colleagues and community members and get to know the whole person? How can we create more inclusive environments that address the mental, physical, emotional and spiritual needs of all community members? What do students, colleagues, and community members need to feel acknowledged, valued, and celebrated?

All of our programs are focused on the four fundamental aims of:

1. **Valuing** Diversity
2. **Empowering** Students, Staff and Community Members
3. Fostering **Pride** and **Dignity**
4. Building on **Strengths**

Each participant in this train-the-trainer session will receive:

- a copy of our Educators' Equity Workbook
- a copy of the PowerPoint Presentation "Focusing Our Equity Lens: Part 1"
- a copy of our Train-the-Trainer manual, "Focusing Our Equity Lens: Part 1"

For further information about this Train-the-Trainer Equity Education Program or for information about Parts 2 & 3 of the "Focusing Our Equity Lens" series, please contact Harmony Movement at [educator@harmony.ca](mailto:educator@harmony.ca) or 416-385-2660.

"Focusing Our Equity Lens: Part 2"

**Power, Privilege & Discrimination; Learning about Our Communities**

"Focusing Our Equity Lens: Part 3"

**Real-Life Scenarios; Moving Forward**