

Diversity, Equity and inclusion

Organizational strategies – Policies, programs and prevention strategies to support workplace mental health and psychological safety for everyone in an organization

- **Discrimination, prevention and inclusivity** – Address discrimination and promote inclusivity through your policies and processes.
- **Indigenous engagement planning** – Learn how to engage the Indigenous community through recruiting and collaboration.
- **Evidence based actions for inclusion** – These actions to improve inclusion can be implemented with a minimal investment in terms of expenses to the organization. They'll take dedicated time and focus to implement and hold employees accountable to new approaches to working together in inclusive ways.
- **Specific areas of concern** – Use this framework to help your organization prevent:
 - Discrimination
 - Harassment
 - Sexual Harassment
 - Negative impacts to employee health and wellbeing
 - Bullying
 - Trauma
 - Burnout

Approaches for people leaders – Effective approaches to developing leadership skills, team building and supporting employee success

- **Implicit bias** – Learn to identify and understand implicit bias, microaggressions and intersectionality.
- **Indigenous teaching** – Learn insights and strategies from Indigenous leaders and managers, elders and colleagues. They explain how the Seven Sacred Teachings and the Medicine Wheel can benefit workplace culture and employees at all levels.
- **Support for newcomers** – Use these strategies to protect psychological safety for employees who are new to the country. Learn about the value immigrants can bring to your workplace and how to support their needs.
- **Team building activities** – Help reinforce high functioning teams or reset teams with lower levels of cohesion.

- **Psychologically safe social intelligence** – Check out these actions and resources for leaders to improve social intelligence. Learn how to facilitate psychologically safe interactions for everyone in the workplace.
- **Inclusion Strategies** – Inclusion is now an expectation in the workplace. Learn tips and strategies to help you provide and maintain an inclusive approach to leadership.

Resources for employees – Support well-being for employees and their families

- **Protecting ourselves against bullying** – Use these protective self-care strategies both at and outside of work.
- **Peer supporters** – Learn about reaching out for or becoming a peer supporter in the workplace. Peer supporters draw on their life experiences to help those facing similar challenges.
- **Someone you care about might be struggling to express their gender identity** – Questions and strategies to help you have a supportive conversation when someone you care about might be struggling to express their gender identity.

Assessments, tools and workshops – Free materials, tools and resources support mental health and psychological safety

- **Conflict, bullying and harassment** – Resolve conflict effectively, prevent bullying and eliminate harassment to help ensure a psychologically safe work environment.
- **Implicit Bias** – A self-reflection workshop that explores the attitudes and stereotypes that affect our actions, decisions and unconscious understanding towards or against a particular person or people group.
- **Psychologically safe interactions** – Help show how behaviours might be interpreted as bullying, regardless of intent.
- **Psychologically safe team assessment** – This resource helps to assess how employees experience being a member of your team.
- **Putting psychological and social support on the agenda** – Learn how to facilitate a team discussion to address psychological and social support in the workplace.