

# WORKPLACE VIOLENCE AND HARASSMENT PREVENTION SAFETY SEGMENTS



Diversity is about the individual. It is about the variety of unique dimensions, qualities, and characteristics we all possess.

Equity is about treating individuals according to their diverse needs in a way that enables all people to participate, perform, and engage to the same extent.

Inclusion is about the collective. It is about creating a culture that strives for equity and embraces, respects, accepts, and values difference.

## DIVERSITY, EQUITY AND INCLUSION (FOR MANAGERS/SUPERVISORS)

### DIRECTIONS

Start out the discussion by setting the expectations for creating a safe space and being respectful of everyone's feedback. Read out the definitions of Diversity, Equity and Inclusivity above. Read (Print or Online) the article "[How today's workplace leaders can become more inclusive.](#)" by OHS Canada. After everyone is done, use the guiding questions below to facilitate a group discussion

### SAFETY SEGMENT DISCUSSION

Guiding Questions:

1. How does your organization define diversity, equity, and inclusion?
2. Why is each concept important to your organization?
3. Think about your organization's vision, mission, and values – how do diversity, equity, and inclusion fit within these?
4. What can you do within your role to improve awareness regarding Diversity, Equity, and Inclusion?

Go the Extra Mile!

- You can do more to affect change by reading this article to prepare and also improve your overall program: <https://ccdi.ca/media/3646/toolkit-business-case-en.pdf>



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