Compass

1 (Required)
A note from the IDEAA team

2 (Required)
Understanding implicit bias
Implicit Association Test

3 (Required)
Toronto for All
Exploring Diversity in the World’s Most Diverse City

4 (Optional)
Harm Reduction
Finding the Hook: Changing the Perception of Harm Reduction Strategies

5 (Optional)
Understanding the Ontario Human Rights Code
Human Rights 101 module

6 (Required)
Understanding Oppression
Sea Change: Navigating Oppression

7 (Optional)
Pyramid of Oppression
How Small Actions Go a Long Way

8 (Required)
Intro to Intersectionality
An Introduction by Kimberlé Crenshaw
A note from the IDEAA team

Dear reader,

We want to welcome you to Workbook #1: Inclusion, the first of the IDEAA 101 Series.

In this workbook you will be introduced to specialized IDEAA curriculum that aims to enhance IDEAA-competency, and increase your knowledge of *inclusive in the workplace*.

Learning objectives include:
- Understanding the importance of diversity in complex organizations
- Comprehension of concepts such as intersectionality, harm reduction and allyship
- Dismantling internal biases and implicit attitudes

We began this series to instill confidence in members of #TeamUHN in all areas of IDEAA, and to produce the next generation of inclusive leaders in healthcare.

We encourage you to complete this workbook at your own pace within a period of 0-6 months to give yourself the time you need to fully digest the material and explore this new and exciting curriculum.

**In solidarity,**

Jacquie & Zainab
Office of IDEAA
Implicit Bias

Implicit bias occurs when we have a bias towards or against a group of people when we should be neutral.

Implicit biases are produced by systems of oppression that propagate stereotypes, discrimination and harm to equity-seeking groups.

Being aware of our implicit biases and making critical and ongoing attempts to dismantle them is crucial to fostering inclusion in the workplace.

To learn more about implicit bias, visit Project Implicit here

Take the Implicit Association Test (IAT) here
How do you feel about your IAT score? Did your results surprise you? What did you learn?
The city of Toronto is widely considered to be the most diverse city on earth. Populated with people from all over the world, Toronto is home to vibrant communities and boroughs that speak over 180 different languages from 230 different countries. A hub of historical diversity, working in the city requires understanding the lived realities of the equity-seeking groups that form Toronto's social fabric.

Take the Toronto for All micro-learnings here

Note: you do not need to complete all the micro-learnings in the link above, but are encouraged to complete at least 1 to jump ahead to the completion survey.
What is one new or surprising thing you learned about the many communities that make up the city of Toronto?
Harm reduction 101
& Harm reduction strategies

The term *harm reduction* originated from practices used by clinicians and support workers who aimed to mitigate the impacts of substance use. Since then, the term has been applied to many different fields in reference to a set of principles that aim to:

- Meet people where they're at
- Decriminalize actions of vulnerable people
- Work towards reducing *harm* among vulnerable people instead of holding them to standards that do not take their social location into consideration
Broadly speaking, harm reduction refers to practices and principles whereby we aim to reduce harm within vulnerable communities. How will you use harm reduction in your workplace? Describe a scenario where you might apply these principles in the future.
the Ontario Human Rights Code (OHRC) encompasses 17 protected code grounds encompassing citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, receipt of public assistance (in housing) and record of offences (in employment).
Learn more about oppression in its various forms in Sea Change: Navigating Oppression

Systemic oppression rules every dimension of our daily life, from healthcare and housing to our employment and education status. Learn more about how equity-seeking groups navigate daily systemic oppression in the video linked in the title above.
How do systemic barriers impact our chances of succeeding in the workplace? Discuss one systemic hurdle below.
Pyramid of Oppression

The most violent forms of bigotry can only manifest when they are propped up by a strong foundation of several other smaller forms.

The road to violent and life-threatening hate crimes is only made possible when there is an environment of bigoted attitudes and beliefs, microaggressions and expressions to enable them.

**What we say and how we react matters.** Hearing a joke, stereotype or stigma in the workplace may seem “less severe” in the grand scheme of systemic oppression, but it is important to remember that bigoted attitudes, perceptions and inner beliefs are what form the foundational base of the pyramid of oppression.
Can you recall a time where you heard an inappropriate or hateful joke in the workplace? How did you respond? Knowing what you do now about the impact of small actions, how might you respond in the future?
Intersectionality

Intersectionality is a term that describes the many ways in which race, gender, sexuality, class and other characteristics overlap and intersect to produce systemic outcomes.

Coined by professor and academic Kimberlé Crenshaw in 1989, intersectionality is a crucial concept that broadens our understanding of how different dimensions of one’s social location can influence how they experience daily life.

Applying the term

Watch the creator of the term intersectionality describe its use [here](#)

Learn how intersectionality shapes our reality in the workplace and in our personal lives [here](#)
After learning more about intersectionality, what intersections can you find in your own identity? (Race, class, gender, religion etc).