



CORE COMPETENCIES FEATURED IN THIS ISSUE:



Inclusive Leadership



Valuing Equity, Diversity and
Inclusion (EDI)

The Core Competencies are based on professional traits and behaviours designed to recognize and promote the personal motivations and the professional traits and behaviours that exemplify the best employees in the sector.

Visit the new Core Competencies Website:
<https://provincialnetwork.ca/core-competencies/>

TEN CORE COMPETENCIES

- Advocacy
- Building Relationships
- Championing Change and Innovation
- Facilitating Growth and Development
- ★ Inclusive Leadership
 - Problem Solving & Decision Making
 - Resilience
 - Resource Management
 - Strategic Thinking
- ★ Valuing Equity, Diversity, and Inclusion



INCLUSIVE LEADERSHIP IS:

A style of leadership where leaders seek collaboration and communication with colleagues.



Seeks complete understanding of facts and interests of all concerned when confronted with ethical issues and dilemmas and reflects upon all options in search of optimum solutions (ethical judgement).

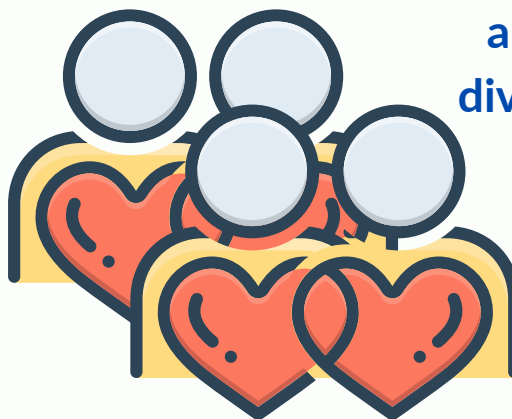


The organization of people and process towards the accomplishing of a goal



Celebrating accomplishments.

Fosters belonging and promotes diversity in team makeup.



BUILDING A BRIDGE OF RESPECT

Aim: This Activity Encourages team members to show respect to each other at the workplace.

Materials:

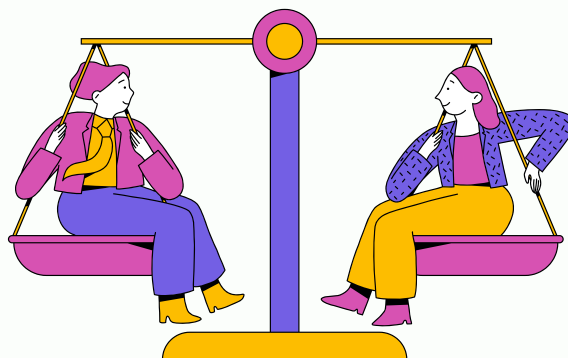
Flipchart Paper
Markers

Instructions:

- Divide the group into small teams of 4-5 members.
- Ask each team to brainstorm ideas about how they can show respect for each other in the workplace. Then, they can write down their ideas on flipchart paper.
- Give them 10 minutes to come up with ideas.
- Once everyone has completed the task, have the group discuss what they came up with.

Debrief:

During the debrief, point out how the ideas can help create a shared team identity and foster an inclusive workplace.





VALUING DIVERSITY, EQUITY AND INCLUSION INVOLVES:



Shows understanding of people's experience of personal trauma and develops coping strategies for self.



It includes understanding and respecting differences in culture, working style and priorities and tailoring approaches to deal with an issue/situation accordingly.



It involves working well with others, keeping in mind the many dimensions of diversity, and addresses/corrects practices and behaviours that do not support inclusion and belonging.



It includes the creation of an atmosphere of valuing and accepting others.



INCLUSIVE DISCUSSION CIRCLES

Instruction

Use questions from the Race Deck cards and choose a random card, and ask the question to the group.

Discussion

Have the groups discuss the questions and ask team members to share ideas that can help foster an inclusive workplace.

Reflection

Discuss which ideas could be implemented for more inclusive workplace practices. Additionally, discuss any potential challenges that were discussed during the circles.

