



**Canadian Association of Geographers /
Association Canadienne des Géographes
Equity, Diversity, Inclusion, and Accessibility Standing Committee**

**Equity, Diversity, Inclusion and Accessibility (EDIA)
Training Toolkit for General Membership**

This is a living document and will be continually updated to reflect changing needs and priorities. Please send any suggestions for additions or edits to EDIA Standing Committee Co-Chairs Sinead Earley (sinead.earley@unbc.ca) or Andrea Rishworth (andrea.rishworth@utoronto.ca)



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Under development:

- **Linguistic Inclusion**



The recent formation of several CAG Standing Committees (Equity, Diversity, Inclusion, and Accessibility; Decolonization and Indigenization; Study Group Governance) exemplifies how the Association is aiming to uphold equity, diversity, and inclusion principles in the ways the CAG defines itself, operates, and serves its membership. To this end, the CAG EDIA standing committee has compiled a thematic list of training resources for members to use and apply in their daily lives.

This resource, oriented towards the general membership, will be accompanied by **required training on an annual basis for the CAG Executive Members**. This process is currently being defined through impending changes to the CAG Constitution and By-Laws.

Accessibility

Accessibility for Ontarians with Disabilities Act (AODA) Training – Free

- Provides free OADA online training
- <https://www.aoda.ca/free-online-training/>
- English only
- Approx. 1 hour to complete and can be resumed
- Certificate delivered via email upon completion

Open Library Accessible Digital Content Training – Free

- Provides training on digital accessibility (including but not limited to, creating accessible PDFs, Accessible Microsoft Word, Accessible Microsoft PowerPoint)
- <https://ecampusontario.pressbooks.pub/accessibledigitalcontenttraining/front-matter/introduction/>

Web Accessibility Initiative – Free

- Web Content Accessibility Guidelines (WCAG) explains how to make web content more accessible to people with disabilities. WCAG covers web sites, applications, and other digital content. It is developed by the World Wide Web Consortium (W3C) Web Accessibility Initiative (WAI). WCAG is an international standard.
- <https://www.w3.org/WAI/WCAG2AA-Conformance>

WCAG accessibility – Free

- Provides a description on what web accessibility is and why it is important.
<https://www.w3.org/mission/accessibility/>

Human Rights Careers – Free

- Provides 3 free online courses on reconciliation and Indigenous education.
- <https://www.humanrightscareers.com/magazine/3-free-online-courses-on-reconciliation-and-indigenous-education/>

Class Central – Free

- Provides a free course on how to build an accessible website.
- <https://www.classcentral.com/course/youtube-accessibility-101-build-your-accessible-website-full-course-wix-learn-119976>
- Provides a free course on gaming accessibility.
- <https://www.classcentral.com/course/microsoft-learn-gaming-accessibility-fundamentals-62406>
- Provides a free course on accessible information and communication technology



- <https://www.classcentral.com/course/information-technology-the-georgia-institute-of-t-5898>

Toronto Metropolitan University – Paid

- Provides a range of courses on digital accessibility.
- https://continuing.torontomu.ca/contentManagement.do?method=load&code=CM000345&gad_source=1&gclid=Cj0KCQiA5fetBhC9ARIsAP1UMgE-12oATtYoLhR-LwSWGG5-W4AX03IZY-SYInzam4kd-bXBalOilRc0aAqYIEALw_wcB

Truth and Reconciliation

First Nations University of Canada – Paid

- Provides a range of courses such as Advancing Re(al)conciliation, 4 seasons of reconciliation, Indigenous economic worldviews, Indigenous Research Methodologies Training Module
- <https://www.fnuniv.ca/icec-home/about-icec/icec-courseofferings/>

Outdoor Learning School and Store – Paid

- Offers a Four Seasons of Indigenous Learning course
- Courses cover: Foundations of Knowledge, Learning from the Land, Reciprocal Relationships and Reflective Action
- <https://outdoorlearning.com/4-seasons/>

Anti-Racism

Government of Canada Anti-Racism Learning Series – Free

- Provides a range of courses, videos, and podcasts on anti-racism in Canada.
 - Courses
 - o Foundational learning
 - o Fostering an Inclusive Workplace (INC118)
 - o Call It Out: Racism, Racial Discrimination and Human Rights (INC119)
 - o Leading Diversity (INC110)
 - o Becoming an Equity, Diversity and Inclusion Ally and Agent for Change (INC121)
 - o Adopting an Inclusive Mindset at Work (INC122)
 - o Moving from Bias to Inclusion (INC123)
 - o Workplace Equity, Diversity and Inclusion in Action (INC124)
 - o Advanced learning
 - o Responding to Unconscious Bias (INC133)
 - o Advancing the Conversation on Systemic Racism (INC117)
- <https://www.csps-efpc.gc.ca/anti-racism-eng.aspx>

Intercultural Association – Paid

- Provides a variety of information, training, and tools for creating a diverse and equitable environment.
- <https://www.icavictoria.org/community-services/>

LGBTQIA+

Safe Zone Project – Free



- Provide LGBTQ awareness and ally training workshops
- <https://thesafezoneproject.com/#:~:text=The%20Safe%20Zone%20Project%20is,awareness%20and%20ally%20training%20workshops>

Self-Guided Foundational Safe Zone Training – Free

- Provide self-guided foundational safe zone training
- <https://thesafezoneproject.com/courses/>

Center of Excellence LGBTQ+ Behavioural Health Equity – Free

- Provide a variety of courses such as:
 - o Introduction to Serving LGBTQ+ People in Behavioral Health Settings
 - o Supporting LGBTQ+ People in Healthcare Settings for Non-Clinical Staff
 - o Safely Providing Services in Anti-LGBTQ+ Climates
 - o Initial Engagement Strategies for Working with LGBTQ+ Clients
 - o Safety Planning Around Unique Experiences for LGBTQ+ People
 - o <https://lgbtquequity.org/learning-modules/>

Canadian Institutes for Health Research: Sex & Gender training – Free

- Provide a three-part course series on:
 - o COURSE 1: SEX AND GENDER IN BIOMEDICAL RESEARCH
 - o COURSE 2: SEX AND GENDER IN PRIMARY DATA COLLECTION WITH HUMAN PARTICIPANTS
 - o COURSE 3: SEX AND GENDER IN THE ANALYSIS OF SECONDARY DATA FROM HUMAN PARTICIPANTS
- <https://www.cihr-irsc-igh-isfh.ca/?lang=en>

Rainbow Health Ontario – Paid

- Provide a range of courses on gender and sexual health and rights.
- <https://learn.rainbowhealthontario.ca/local/coursecatalog/index.php?catalog=1>

Ageism and Age Inclusive

Gerontological Society of America – Paid

- A three-module course where individuals will learn what ageism is, how it develops, how it affects people, and how to avoid participating in ageism; acquire knowledge to interact more skillfully and effectively with older adults; and communicate more effectively with people of all ages and backgrounds.
- <https://gsaenrich.geron.org/products/ageism-first-aid>

Decade of Healthy Aging – Free

- <https://www.decadeofhealthyageing.org/find-knowledge/support/training-programmes>
- Provides a range of courses and accreditation ranging from:
 - o UNECE Training Workshops on age-sensitive analysis and age-responsive policy formulation.
 - o International Accreditation of Competences in Health Care for Older Persons (ACAPEM)
 - o ITU Academy Course: Information and communication technologies (ICTs) for better ageing and livelihood in the digital landscape.



Every Age Counts – Free

- Program to better understand and address ageism in your own workplace, family or communities.
- The six modules delivered in this training cover:
 - o Talking confidently about ageism: Framing and reframing.
 - o Recognising different perspectives in order to talk about getting older and ageism.
 - o Addressing Ageism: How to tell your own story.
 - o Building connections: How to understand your own networks of influence.
 - o Addressing Ageism: How to have a conversation about ageism,
 - o Addressing Ageism: How to engage in online conversations.
- https://everyagecounts2-everyagecounts.nationbuilder.com/advocates_training

American Aging Society – Free

- Resource library that provides a number of resources, webinars, podcasts and interviews on topics of diversity, equity and inclusion to support allyship for equitable aging.
- <https://www.asaging.org/dei-library>

Torrens University – Offers both free and paid training

- Provides two courses on addressing ageism:
 - o i) Challenging ageism for everyone
 - o ii) Challenging ageism in health and aged care settings
- <https://www.torrens.edu.au/studying-with-us/study-options/short-courses/challenging-ageism#discover>

Migration & Multiculturalism

National Newcomer Navigation Network – Free

- Provides a range of bi-lingual courses, webinars and training resources to address (im)migrant and newcomer experiences such as:
 - o Recovering hope and agency in the disorienting dilemma of immigration as IEHP
 - o Patient Safety: Cultural Safety and Anti-Indigenous Racism
 - o Experiences and impacts of family violence: The journeys of racialized immigrant youth
 - o Mental Distress and Resettlement: Improving RAPs model of service for clients in mental distress
 - o How to address the current rise of Anti-2SLGBTQI+ hate?
 - o Trauma and resilience in refugees – a clinical approach
- <https://www.newcomernavigation.ca/en/education/elearning-training.aspx>

Multicultural Mental Health Resource center – Free

- Training resources to support cultural equity in the health sphere.
- <https://multiculturalmentalhealth.ca/training/training-materials/>

Sacred Heart Community Services – Free

- Provides online training modules to address inequities in immigration.
- <https://sheartlearns.marketingmachine.net/>

Trauma-Informed Training

Trauma Informed Care Training Center – Free



- Provide a variety of Free Trauma Informed Care Training Courses
- <https://traumainformedcaretraining.com/free-trauma-informed-care-courses/>

Trauma Informed Oregon – Free

- Provide 4 modules on Trauma Informed Care (TIC) Online Training Modules
- <https://traumainformedoregon.org/>

Clearly Clinical – Free

- Provides free courses, webinars, podcasts on issues related to:
 - o Supporting clients in traumatic shock
 - o Reproductive justice and ethics
 - o Disaster and mental health
 - o Sexual trauma and relationships
 - o Inclusive, respectful care for gender questioning, transgender & nonbinary individuals
 - o Therapy trust and racial trauma
- <https://courses.clearlyclinical.com/pages/free-ceu-courses>

Right to be Myself – Offers both free and paid training options

- Provide a variety of certificate trainings such as Four Strategies to Mitigate Implicit Bias; Conflict De-Escalation in the Workplace; Bystander Intervention in the Workplace
- <https://righttobe.org/certificate-trainings/>

Inclusive Boards and University Environments

Capacity Canada: Intentional inclusion for Boards – Free

- Two course series on:
 - o Course # 1 -Using Feminist-Trauma informed approach to Inclusive Board Culture
 - o Course #2- Board Readiness for Intentional Inclusive Culture
- <https://capacitycanada.ca/feminist-project/>

Federation of Humanities and Social Sciences (FHSS) workshops – Free

- Provide a range of webinars and virtual events related to thinking across difference; communication and media; health equity; law, justice and ethics including many others.
- <https://www.federationhss.ca/en/resources/resource-hub>

Canadian Association of University Teachers (CAUT)

- Auditing a Collective Agreement for Equity: A Checklist for Academic Staff Associations
- https://www.caut.ca/sites/default/files/auditing_a_collective_agreement_for_equity-en-final.pdf

Workplace Harassment and Anti-Bullying

Canada School of Public Service – Free

- Provide a range of courses and training such as Workplace Harassment and Violence Prevention Learning Path, Accessible Learning, 2SLGBTQIA+ Inclusion Learning Path, Anti-Racism Learning Series including many others.
- <https://www.csps-efpc.gc.ca/catalogue/paths-eng.aspx>



Anti-Bullying Pro – Free

- Provides a range of resources to address bullying in a variety of environments.
- <https://www.antibullyingpro.com/resources>

Body Inclusive

Center for Body Trust – Offers both free and paid services

- Provide a range of trainings to reclaim the body.
- <https://centerforbodytrust.com/offerings/#offerings-for-professionals>

The Body Positive Organization – Paid

- Provides a course on the fundamentals of body positivity.
- <https://thebodypositive.org/fundamentals/>

Basic EDI Training

The Association of Professional Engineers and Geoscientist of Alberta – Free

<https://www.apega.ca/members/equity-diversity-inclusion/training-resources>

University of Alberta: Rick Hansen Foundation Inclusion & Accessibility Training - Microcredential-
Paid

- https://ext.ualberta.ca/enroll/inclusion-and-accessibility-training-iat?gad_source=1&gclid=CjwKCAiAuYuvBhApEiwAzq_YiX-3powJaS4hYtB48RCyRMGfvwWgeWaVTiDCCpNM7Vxj7lWNUCCP6BoCcNwQAvD_BwE