

MAFALDA ARIAS

AND ASSOCIATES

DIVERSITY & INCLUSION 101

Half Day Workshop - CIM Annual Conference – Sunday May 11, 9:00 to 12:00

Description

According to Statistics Canada, by 2017, the number of visible minorities in Canada is expected to double and account for approximately 20% of Canada's population. In 2006, 51% of new immigrants reported that they held university degrees, compared to only 19% of the Canadian population. The Aboriginal labor force is young and is growing at twice the Canadian rate.

We live in a country that is becoming increasingly diverse, and we value working with different talent; however, diversity conversations are not easy. We have different values, beliefs, experiences and perceptions, so understanding these differences and commonalities can be challenging, although it can also bring opportunities.

Creating diversity and inclusion awareness will help us (1) attract and retain talent which is essential to an effective and productive organization, (2) manage retirement and labor shortages, (3) understand the needs of our clients so we can provide better service, and (4) foster creativity, innovation and problem solving.

Objectives

This half day workshop will provide an introduction to diversity and inclusion. The workshop is designed for people who have not taken diversity training, or who want to know more about inclusive work places. The workshop will help you:

- understand that diversity and inclusion is about more than ethnicity and gender
- begin to develop a diversity and inclusion strategy your workgroup
- understand how to start and to effectively manage a diverse and inclusive workgroup

Target Audience

The workshop is designed for managers, supervisors and anyone involved in the areas of human resources, administration or social responsibility.

Facilitator

Mafalda Arias has over nineteen years' experience working in various capacities in private and public companies in the mineral exploration and mining industries in Canada and South America. She is currently a graduate student working on a Master's Degree in Intercultural Relations. She also has a Business Administration degree and a post graduate certificate in International Commerce. She is a certified administrator of the Intercultural Development Inventory (IDI®), the Global Competencies Inventory (GCI), the Intercultural Effectiveness Scale (IES), and a certified facilitator of Cultural Detective methodology. Ms. Arias is the founder of Mafalda Arias and Associates.

Registration

Workshops will be available on a first-come, first-served basis. Please register before February 27. Registration fee is \$69 for conference participants and \$150 for non-conference participants.

<http://vancouver2014.cim.org/en/Register/Register-here.aspx>