

# WORKSHOP PLAN

## Inclusive Success Strategies



### EXPERTS IN PROFESSIONAL DEVELOPMENT

MP-PLUS GROUP HAS BEEN DELIVERING PERSONALIZED TRAINING TO COMPANIES FOR MORE THAN 30 YEARS. WE TRAIN MORE THAN 3,500 PROFESSIONALS EVERY YEAR.

OUR TRAINING PROGRAMS ARE POPULAR BECAUSE THEY ARE STRUCTURED AND PERSONALIZED TO MEET YOUR SPECIFIC NEEDS.



## ABOUT MP-PLUS

MP-Plus Group is a leader in the field of professional development. We deliver world-class training in leadership, commitment, achievement, and fun at work - thereby bolstering Québec's international reputation in this regard. Our mission is to enable your professional development by optimizing your personal potential.

What sets us apart is the positive impact that our training programs have on the bottom line. To what do we owe our success? To our steadfast commitment, up-to-the-minute expertise and reliable processes.

For the past 30+ years, MP-Plus Group has trained and mobilized personnel at many major companies, resulting in direct positive impacts on more than 250,000 people.

As an external consultant, MP-Plus Group has provided the guidance that Mouvement Desjardins needed to transform itself into a client-centric organization and helped many of Québec's top 100 companies to achieve strong growth.

MP-Plus Group has built its reputation on outstanding training performance and optimal practices. Our team includes first-rate trainers such as sports psychologist and TV commentator Sylvain Guimond and non-verbal business communication specialist Christian Martineau. At one time, former Québec Vice-Premier Monique Jérôme-Forget also contributed her expertise to our professional training offer.

With every MP-Plus training program, your organization takes a giant step toward achieving the best version of itself.



François Trachy, Director of Development



## WORKSHOP - Inclusive Success Strategies

Duration : 2 hours

### Context:

Today's organizations operate in an environment shaped by rapid demographic shifts and evolving expectations around equity and inclusion. Canada's workforce is more diverse than ever, with international talent, new generations of professionals, and communities bringing fresh perspectives to every industry. This growing diversity is a tremendous strength—but only if companies know how to harness it.

Inclusive workplaces are proven to drive innovation, strengthen collaboration, and improve employee engagement. When individuals feel valued, respected, and empowered to contribute, they perform at their best—and organizations achieve stronger results. Yet the reality is that many workplaces still struggle with hidden barriers: unconscious bias, inequitable access to opportunities, cultural misunderstandings, or inaccessible systems and processes. Left unaddressed, these challenges can lead to lower morale, higher turnover, and missed opportunities for growth.

The Inclusive Success Strategies workshop helps organizations transform these challenges into strengths. By exploring equity, diversity, inclusion, and accessibility (EDIA) through practical tools and real-world scenarios, participants learn how to create cultures of belonging where everyone thrives. This is not about theory—it's about equipping leaders and professionals with actionable strategies they can use immediately to foster fairness, improve communication, and ensure that opportunities are shared equitably.

The result: healthier workplaces, more engaged employees, and stronger organizational performance.

## Objectives:

### This Workshop Will Help You:

- Understand the concepts of equity, diversity, inclusion, and accessibility (EDIA) and their impact on professional environments.
- Recognize implicit bias, microaggressions, and inequities in daily interactions.
- Develop practical strategies for fostering inclusive, respectful, and collaborative workplaces.
- Apply inclusive communication and leadership practices in diverse teams.
- Identify ways to improve accessibility and ensure fair opportunities for all employees.

## Program Contents

### Introduction

- ✓ Framing assumptions for inclusive practices
- ✓ Reflective activity: Are growth opportunities distributed fairly in your workplace?
- ✓ Why EDIA matters for organizational success

### Module 1: Understanding Equity

- ✓ Defining equity and why it matters
- ✓ Exploring barriers to justice and representation
- ✓ Practical strategies: equity assessments, fair hiring practices, mentorship, accountability measures
- ✓ Practice

### Module 2: Exploring Diversity

- ✓ Defining diversity and addressing cultural homophily
- ✓ The power of diverse hiring and mentorship programs
- ✓ Emerging trends: intersectionality, demographic data, cultural competency training
- ✓ Discussion: Barriers to communication in diverse teams
- ✓ Land Acknowledgement

### **Module 3: Fostering Inclusion**

- ✓ Defining inclusion and cultivating belonging
- ✓ Communication across culture
- ✓ Inclusive writing in professional communication
- ✓ Correct use of names and pronouns
- ✓ Reflection exercise

### **Module 4: Implementing Accessibility**

- ✓ Understanding accessibility in the workplace (physical, technological, procedural)
- ✓ Best practices and resources: CHRC Accessibility Plan, guidelines
- ✓ Practice

### **Closing & Action Plan**

- ✓ Final reflections
- ✓ Developing a Personal Improvement Action Plan
- ✓ Conclusion and commitments to inclusive leadership



## THE TRAINER

### **Renan Orquiza, P.Eng.**

A seasoned instructor, speaker, and volunteer leader, with over a decade of experience in supporting diverse communities, especially immigrants and internationally trained professionals, in their career development journey. Renan's recognition as one of RBC's Top 25 Canadian Immigrants in 2016 stands as a testament to his unwavering dedication to fostering professional success for others.



He has guided countless professionals through the challenging process of transitioning into the Canadian job market. His expertise spans career planning, resume building, interview preparation, and overall professional development. Renan's engaging teaching methods, combined with his deep commitment to his students, make him an inspiring and impactful educator. His role as a mentor at Humber College's Bridging Program for internationally trained engineers demonstrates his ability to empower skilled professionals to integrate into the workforce effectively.

In addition to his professional work, Renan is a passionate volunteer leader, having served as Co-Chair for Emerging Leaders Ontario, and contributed his expertise to Public Services and Procurement Canada. His leadership and dedication to creating inclusive opportunities for all make him an invaluable resource to anyone looking to advance their career and embrace their full potential.