

Program overview

The Certificate in Inclusive Leadership offers practical, solutions-based learning tools and resources to help you increase the diversity of your workforce and build an inclusive work culture in your organization.

The curriculum includes three in-person workshops, one live webinar, and eLearning over a four-month period with a focus on cultural diversity in the workplace. Through the live sessions, you will have the opportunity to collaborate and connect with other organizations working on the same challenges. We welcome participants from the public, private, and non-profit sectors.

The program includes sessions on:

- Awareness and assessment (in-person workshop - 6 hours)
- Finding and keeping talent (in-person workshop - 3 hours)
- Communications and employee development (webinar - 1.5-hours)
- Leadership and diversity strategy (in-person workshop - 6 hours)

Outcomes and results

- 97 leaders and champions from 80 organizations have completed the program to date.
- 92% of past participants used the tools and learning from the course to take action in their organization.
- 70% reported that their organization took action on diversity and inclusion efforts during the four months they were enrolled in the program.
- Past participants also say they had a positive learning experience and noticed a consistent increase in their skills and knowledge.

Facilitators

Rachel Crowe

Rachel brings over 15 years of experience in intercultural competence training and adult education to the Certificate in Inclusive Leadership. As the Manager, Learning and Workplace Inclusion, at TRIEC, Rachel helps organizations identify their diversity and inclusion goals, and develops and delivers in-person workshops, webinars, videos, and eLearning to help them make their workplaces more inclusive.



Prior to TRIEC, Rachel worked at Western University and OPSEU Pension Trust. She holds a BA in Socio-Cultural Anthropology from Western University and an MA in Communication and Culture with a focus on intercultural communication from York and Ryerson Universities (joint program). She has also been a fellow with the Summer Institute for Intercultural Communication (SIIC) in Portland, Oregon.

Shirley Marie Garcia

Shirley Marie Garcia is the Associate Director of the Human Resources and Training Institute at March of Dimes Canada, a leader in services for people with disabilities. In this role, she leads the development and implementation of HR and talent management strategies that drive employee engagement and organizational success. Her scope of work impacts over 1,900 employees at 117 sites across Canada.



Shirley has been collaborating with TRIEC in the design and delivery of the Certificate in Inclusive Leadership since its successful launch as the Leading the Conversation program in 2015. In this program, she shares her HR expertise to help participants expand their knowledge of, and ability to implement, inclusive employment practices.

She holds a Master's degree in Management, and has achieved her Certified Human Resources Leader (CHRL) and Certified Training & Development Professional (CTDP) designations. An enthusiastic and continuous life-long learner, she recently completed the Master's Certificate Program in Adult Training & Development from Schulich Executive Education Centre.

Anna Kostecka

Anna is the Senior Manager, Learning and Inclusive Workplaces at the Toronto Region Immigrant Employment Council (TRIEC). In her current role at TRIEC, she oversees a portfolio of programs and initiatives supporting employers in creating inclusive workplaces. Anna has over seven years of international experience in learning and development and program management. Her areas of expertise include diversity and inclusion and social innovation.



Prior to coming to Canada, Anna co-founded and led an innovative not-for-profit in Krakow, Poland's second largest city, and taught Diversity Management at the University of Applied Sciences at Kufstein, Austria. She holds an M.A. degree in Psychology from Jagiellonian University in Krakow, Poland, and the Adult Learning and Development Certificate from the University of Toronto. Anna is a qualified administrator of the Intercultural Development Inventory (IDI) that measures intercultural competence.