



To go far, go together.

## Responding in the Moment Training Proposal

Prepared by:  
Canadian Equality Consulting  
October 2025



CANADIAN  
EQUALITY  
CONSULTING



Local Immigration Partnership  
Partenariat local pour l'immigration  
LANARK & RENFREW

# PROPOSED METHODOLOGY

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## Session Outline and Approach

CEC will facilitate a 1h to a 1.5h lunch and learn for family & children serving organizations.

### **Responding in the Moment: Navigating Bias and Microaggressions with Care and Confidence**

In today's diverse community and workplace environments, moments of bias and microaggressions can arise unintentionally, but how we respond in those moments can build (or break) trust, safety, and inclusion.

This interactive lunch-and-learn session helps participants develop the awareness, language, and tools to recognize bias, respond to harm, and engage in constructive dialogue when microaggressions occur.

Through practical examples participants will strengthen their confidence to address harmful comments or behaviours in ways that preserve dignity and support belonging for colleagues, clients, and the families they serve.

By the end of the session, participants will:

- Understand how unconscious bias shapes perceptions and interactions.
- Identify examples of microaggressions and their cumulative impacts.
- Gain tools to respond to bias and microaggressions in real time, using empathy and accountability.
- Build confidence to engage in difficult conversations and model inclusive communication.

# PROPOSED METHODOLOGY

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## Training Development & Delivery

### Workshop Outline

#### 1. Welcome, Introduction to CEC's Offerings, and Setting the Stage

We'll begin by grounding the session in shared intentions.

#### 2. Understanding Bias and Its Impact

An introduction to how unconscious bias operates in all of us. We'll explore the science behind bias, how it shapes decisions and language, and how unchecked assumptions can reinforce patterns of discrimination and oppression.

#### 3. Recognizing Microaggressions

A practical look at microaggressions - what they are, how they differ from overt discrimination, and their effects on individuals and workplace culture.

Participants will engage in examples to "spot the microaggression."

#### 4. Responding in the Moment

Learn practical tools for recognizing and responding to bias-based comments or behaviours as they occur. Participants will learn both "calling in" (gentle accountability and reflection) and "calling out" (direct interruption of harm), guided by considerations of urgency, safety, and relationship.

#### 5. Handling Pushback and Difficult Conversations

Explore how to stay calm and confident when others respond with defensiveness, denial, or discomfort.

#### 6. Repairing Harm and Modelling Accountability

Learn what authentic apologies sound like and how to take responsibility without becoming defensive.

#### 7. From Ally to Advocate

Move beyond awareness into everyday action.

#### 8. Closing Reflection

# COST ESTIMATE

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All prices are based upon an estimation of the complexity of the project and are in Canadian Dollars (CAD). All estimations below do not include GST.

**Canadian Equality Consulting is excellent at working within budgets and if you had a specific budget in mind, we are happy to provide a revised estimation.**

The prices listed below are based on a live online session. If you wish to proceed with in-person training, we will draft a change request outlining the estimated travel costs.

## *Student Session*

Deliverable		Cost
Training Delivery	One 1.5 h “off the shelf” lunch and learn	\$300
Total Fixed Price		<b>\$300 + TAX</b>



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## Contact Us



[hello@canadianequality.ca](mailto:hello@canadianequality.ca)

Canadian Equality Consulting is proudly headquartered in Calgary, Alberta. In the spirit of respect, reciprocity, and truth, we honour and acknowledge the traditional Treaty 7 territory and oral practices of the Blackfoot confederacy: Siksika, Kainai, Piikani, as well as the Îyâxe Nakoda and Tsuut'ina nations. We acknowledge that this territory is home to the Métis Nation of Alberta, Region 3 within the historical Northwest Métis homeland. Finally, we acknowledge all Nations – Indigenous and non – who live, work and play on this land, and who honour and celebrate this territory. This sacred gathering place provides us with an opportunity to engage in and demonstrate leadership on reconciliation.