



Facilitating Change and Creating Safe Spaces

Tymmarah (Tymm) Sheculski, MA

Diversity and Inclusion Specialist

Introduction

- ▶ MA Intercultural and International Communication
- ▶ National CMARD Advisory Committee, involved since 2006
- ▶ Alberta Hate Crimes Committee Executive Member
- ▶ City of Lethbridge Diversity and Inclusion Specialist
- ▶ Former City of Red Deer Diversity and Inclusion Specialist
- ▶ Former Program Manager for Welcoming and Inclusive Communities, AUMA
- ▶ KAIROS Blanket Exercise Facilitator
- ▶ SAGE Clan Patrol Governance Committee
- ▶ Fostering Diverse Communities Canada
- ▶ Speaker at Provincial and National Conferences



Facilitating Internal Conversations – Education and Engagement

- ▶ Training – Internal and 3rd Party
- ▶ Internal Advisory Groups
 - ▶ Diversity Teams
 - ▶ Employee Resource Groups
- ▶ Communication
- ▶ Facilitating Conversations and Making Safe Spaces
- ▶ Lessons Learned, Opportunities and Challenges



Training – Internal and 3rd Party



- Budget!
- “Mandatory” vs “Highly Recommended”
- Avoid Duplication
- Utilize Existing Resources in Your Community and Network

Internal Advisory Groups – Diversity Teams



- Who's Involved?
- Who Supports Them?
- What Do They Do?

Internal Advisory Groups – Employee Resource Groups

- Who's Involved?
- Who Supports Them?
- What Do They Do?



Communication

- Why?
- What?
- When?
- Where?/How?
- Who?



Facilitating Conversations and Making Safe Spaces

- Leadership
- Knowledge
- Preparation
- Openness
- Inclusion – what does it really mean?



Lessons Learned, Opportunities and Challenges

- ▶ Training – Internal and 3rd Party
- ▶ Internal Advisory Groups
 - ▶ Diversity Teams
 - ▶ Employee Resource Groups
- ▶ Communication
- ▶ Facilitating Conversations and Making Safe Spaces





Thank you!

Tymmarah (Tymm) Sheculski, MA

Tymmarah.Sheculski@Lethbridge.ca

Cell: 403-360-4967

