



# HSA International Women's Day Workshop - March 4, 2020

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## HSA International Women's Day Workshop March 4, 2020 Agents of Change: Women Building Inclusive Spaces

Each year, HSA Women's Committee marks International Women's Day with a workshop to explore women's issues in the union. In 2020, cultural competence will be the focus of the workshop to be offered on March 20 at the union's office in New Westminster, located on the unceded homelands of the Qayqayt First Nation.

The workshop is open to members who identify as women, transwomen, non-binary, two-spirit, and lgbtqi+. Those who also identify as indigenous, black, people of colour, or people with disabilities are particularly encouraged to apply.

Cultural competence is more than just being aware of differences; it refers to demonstrating attitudes and an approach that allow you to work effectively cross-culturally. It implies valuing and adapting to diversity and being aware of your own identity and cultural biases. This full-day session is designed as an in-depth exploration into understanding the importance of justice, equity, diversity, and inclusion (JEDI) from the individual and collective experience. Using an anti-oppression lens, Natasha Tony will guide participants through an extensive day of experiential learning. Participants will explore the impacts of oppression through art-based discussion, story telling, active listening, and skills building. As a collective we will purposefully build a culturally safe space to examine the complexities of anti-racism, sexism, transphobia, xenophobia and beyond. The concepts and tools learned in this workshop will give participants the skills to continue to have effective conversations as the union builds on incorporating an inclusive framework.

### **NATASHA TONY**

Natasha Tony is a trained mediator and experienced labour relations specialist who has advanced the discussion on how to build inclusive organizations. Bringing a keen sense of fairness and sensitivity to intersectionality, she goes beyond diversity programming and sets up organizations for true inclusion of and respect for all members.

A graduate of the Labour Relations certificate program at Queen's University in Kingston, Natasha has rounded out her education through mediation, negotiation and coaching programs offered by the Justice Institute of British Columbia.

Natasha's former career as an extras casting director piqued her interest in diversity. Subsequently, she held a labour relations role for almost a decade with IATSE (International Alliance of Theatrical Stage Employees), a union representing members of the film, television, and entertainment arts.

Natasha is Principal and CEO of Elevate Inclusion Strategies, a consulting company which focuses on issues management and systemic conflict resolution. To this end, Elevate develops and implements diversity initiatives and respectful workplace programs for client organizations.

Natasha is a much sought-after speaker and author in the post-"Me Too" public sphere. A thought leader on themes of activism, equity and inclusion, she is often invited to provide interpretative commentary on current events.

Participants will receive wage replacement, accommodations (shared) and travel expenses in accordance with HSA policy.

Registration is through [My Events Registration](#) and you will need your HSA member ID number in order to create a login. Please call the HSA office at 604.517.0994 or 1.800.663.2017 to receive your HSA member ID number. Once you have created a login the event will be listed under Other Events.

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