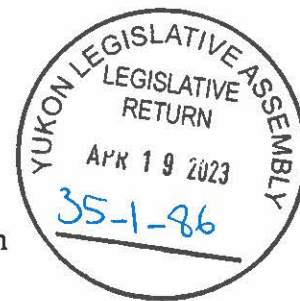


LEGISLATIVE RETURN



SUBMITTED BY: Hon. Sandy Silver, Minister of the Public Service Commission

1. On [date], [MLA]
- asked the following question during the Oral Question Period at page(s) [page numbers] of *Hansard*
 - submitted the following written question – WQ No. #
 - gave notice of the following motion for the production of papers – MPP No. #

RE: [subject]

OR

2. This legislative return relates to a matter outstanding from discussion with Kate White, Member for Takhini-Kopper King on April 13, 2023 related to:
- | | |
|--|--|
| Bill No. 208 | <input type="checkbox"/> Second Reading <input type="checkbox"/> Third Reading |
| Commission | <input checked="" type="checkbox"/> Committee of the Whole: Vote 10 Public Service |
| Motion No. # | RE: Cultural Safety and Anti-Racism Training |
| at page(s) 3583-3584 of <i>Hansard</i> . | |

The response is as follows:
Diversity, equity, and inclusion training is an important focus of the Yukon government’s corporate training program. Employees are encouraged to attend training on cultural safety, anti-racism, unconscious bias, as well as courses designed to build awareness of Yukon First Nations culture, history and agreements. Corporate training is developed and delivered by the Public Service Commission. The Public Service Commission designs and delivers training that is relevant to the Yukon public service and to our local cultures and context. See attached for a list of cultural safety and anti-racism training.

23/04/19
Date

[Signature]
Signature

List of Cultural Safety and Anti-Racism Training

The Science and Impact of Unconscious Bias is an online, self-directed course and is a pre-requisite for *Bias: we all have it, now what?* This course was developed by an external contractor and takes 30 minutes to complete.

Bias: we all have it, now what? is a half-day in-person course delivered by internal facilitators. It was developed by an external contractor and helps learners think about when their unconscious biases might be at play and how to mitigate the negative impact they can have on those around us.

Introduction to Cultural Safety was developed for Yukon government by an external contractor of Indigenous ancestry. It is a one-day, in-person experiential workshop guided by Indigenous ways of knowing and doing. The course is delivered by a mix of external and internal facilitators. At least one Indigenous facilitator is present at each workshop and a Yukon First Nations Elder attends the full day to provide support and guidance.

Anti-Racism in the Workplace is delivered by external contractors who have lived experience as a racialized person. This is a one-day course (in-person) that uses an anti-oppressive framework. Participants learn about various types of racism, intersectional identities and how these issues manifest in the workplace, delivering relevant and timely examples from the Yukon.

YFN101: History of Yukon First Nations and Self-government is a one-day course delivered by Yukon University offered both in an online and in-person version. The content of this course was developed in partnership with all 14 Yukon First Nations and presents an overview of the culture and history of the First Nations Peoples of the Yukon, the cultural values shared among Yukon First Nations today, and how to communicate respectfully with First Nation individuals and communities.

Residential School Awareness is delivered by the Northern Institute of Social Justice at Yukon University. This is a one-day, in person course that introduces learners to Residential School Survivors and Intergenerational Survivors. Through personal story telling, survivors share the impacts of their experience, the turning point in their lives and the healing journey they are on today. This session does not follow a set curriculum and the stories will vary based on what the speakers are comfortable with sharing.

2SLGBTQIA+ Awareness is a half-day, in-person workshop delivered by internal facilitators with lived experience. It builds awareness of inequalities that exist for 2SLGBTQIA+ people and shares tools to create more inclusive services and work environments.

Trauma-Informed Care – Building a Culture of Strength is a one-day, in-person workshop designed to support front-line service providers who deliver trauma-informed services. This is delivered by an external contractor.

Preventing Sexual Harassment in the Workplace is an online, self-directed course that takes approximately one hour to complete. It was developed internally by the

Respectful Workplace Office and defines and describes sexual harassment in the workplace, highlights the responsibilities of all workers and introduces strategies for disrupting harassing behaviours.

Introduction to Gender Inclusive Diversity Analysis is an online, self-directed course that takes about two hours to complete. This was created by the Women and Gender Equity Directorate and the Organizational Development Branch. It is designed to teach YG employees how to use a Gender Inclusive Diversity Analysis (GIDA) lens when developing programs, policies and services.

The Intercultural Development Inventory (IDI) is an assessment tool used to assess intercultural competence, the ability to shift cultural perspective and appropriately adapt behaviour in cross-cultural interactions, or more simply put, your cultural agility. The IDI is a 50-item questionnaire, and participants receive a personalized development plan along with their individual assessments. Assessments can also be aggregated to produce a group profile. Participants also receive training related to bias and discrimination.

Conversations with Diversity is a virtual speaker series which features diverse individuals sharing their lived experiences to build understanding and empathy across difference. Participants gain insight into the challenges faced by diverse members of society and are able to ask questions in a safe atmosphere.