



Just Workplace Training

A Just Workplace

Women represent just four per cent of the skilled construction trades, and it's been that way for decades. Increasing the number of women and other underrepresented groups in construction requires a cultural change, and it starts with all of us. Let's move the dial and create just workplaces for all!

What is a Just Workplace?

A Just Workplace is one that is intentionally gender inclusive, gender neutral and gender sensitive. The employer who manages the site and the employees who work there are culturally competent and go out of their way to support underrepresented groups and help them be successful. Diversity, equity and inclusion are achieved and nurtured.

I want a Just Workplace! What can I do?

The BC Centre for Women in the Trades offers Just Workplace training that will help you learn to identify and eliminate the barriers that exist for women and many other underrepresented groups in the skilled construction trades.

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**This sounds like a cultural shift.
How can I possibly
make a difference?**

If you've read this far, you're already a change maker. You're interested in creating a Just Workplace where everyone feels supported and valued. So why not take the next step and learn how you, your company, your union or your organization can work to decrease and eliminate the barriers faced by women in the trades and related sectors?



Benefits of a Just Workplace

For Employers

Diversity is good for business! With the current skilled trades shortage, women are needed as part of the solution. Having more women on a job site is good for a company's public image and it's good for the company, as research shows women are loyal, highly organized and work well as team members. With our Just Workplace training, you will learn how to establish equitable hiring, retention and advancement practices so that your company or organization can benefit from all the positive qualities tradeswomen offer. Did we also mention that developing an equitable workplace is just the right thing to do?

For Employees

You'll gain cultural competence. People who value and celebrate cultural differences have cultural competence. Culturally competent people recognize that a diverse team is a strong team. These skills will serve you well in your career and in our increasingly global society.

The Training

Just Workplace training is delivered as an engaging four-hour workshop. At the completion of the program, participants will learn:

- The roots of inequality, such as discriminatory hiring practices;
- The economic inequalities faced by underrepresented groups;
- The multiple benefits of diversity in the workforce, such as access to a larger talent pool;
- How to recognize and eliminate gender bias from hiring and advancement practices;
- Communication styles that honour diversity and inclusion;
- The various stages of the cultural competency spectrum; and
- How to set and maintain workforce diversity targets – success!

Interested? Contact us today!

- Email: inclusion@womenbuildbc.ca
- Visit: bccwitt.ca

About Us

The BC Centre for Women in the Trades (BCCWITT) is generously funded by the Canada-BC Workforce Development Agreement as well as industry and labour partners.



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womenbuildbc.ca