

All of the following workshops are interactive, conversation-based learning modules. These learning experiences feel informal and centre around group discussions, brainstorming and individual reflection. They should feel casual, friendly, and non-academic. Some of these workshops can be adapted for a lunch-and-learn webinar version (non-interactive) as a compliment to a standing workshops programme.

Our workshops are split into three programme categories: **1. SOCIAL EQUITY FOUNDATIONS; 2. EMPOWERMENT; and 3. WORK WITH PURPOSE.** The modules from these categories can be combined as needed into a holistic learning programme.

Read more at www.aequa.cc/workshops/

1. SOCIAL EQUITY FOUNDATIONS MODULES

These modules are intended for people of diverse backgrounds, but tend to have more of an emphasis on allyship (showing up for others) and on organisational change.

Module Title	Length + Description
<i>Systems at Work</i>	<p>In this 3-hour workshop, we'll grow our collective consciousness around intersectionality — the interplay between identity factors such as gender, race, sexuality, dis*abilities, class and many more. We'll discuss how dynamics of power and identity play out in our communities, organisations and societies.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - privilege + marginalisation - unconscious bias - microaggressions - cases for caring
<i>Better Ways With Our Words</i>	<p>In this 3-hour workshop, we'll identify common patterns of how bias, dominance and even violence can be conveyed through our language choices, with concrete tips for transforming communication to be more inclusive.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - positioning versus othering - microaggressions explained - language best practice around issues like race, gender, sexuality, body type, dis*ability and class.
<i>Conscious Communication</i>	<p>In this 3-hour workshop, we'll explore allyship tools for engaging mindfully with colleagues to build a more inclusive workplace. We'll learn some frameworks for more effective and empathic interpersonal communication, especially when harm has already happened — whether you are showing up for yourself, for a colleague, or if you are the person who caused harm.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - impact versus intent - impacts of microaggressions - speaking up for yourself - active allyship - showing up for others - when harm happens - how to apologise
<i>Compass: DEI Mission Workshop</i>	<p>In this 3-hour workshop, we'll build on the foundations of knowledge we've built in precious sessions and start to understand the "what" and "why" for our DEI strategy.</p>

	<p>We'll establish shared agreements for the ongoing work, and by the end of the workshop we'll have a draft of a DEI mission statement.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - understanding our status quo - connecting to our motivation - understanding our position - drafting our social equity compass
<i>Equitable Organising Foundations</i>	<p>In this 3-hour workshop, we'll give a quick overview and practice using practical methods to organize our teams and make decisions in an equitable way.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - basics of equitable and inclusive facilitation - consensus-based decision-making
<i>Equitable Organisational Design</i>	<p>In this 5-hour workshop, we'll learn and try out innovative, multidisciplinary and equitable approaches for tackling equity and inclusion challenges within our organisations.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - the aequa approach for equitable org design - defining our focus areas - inspiration for this method - Hands-on interactive process: <ul style="list-style-type: none"> - define the problem - ideate solutions - idea assessment - prototyping ideas - test and learn - accountability
<i>Advocating for Social Equity</i>	<p>In this 3-hour workshop, which focuses on so-called individual and systemic advocacy, we'll learn and practice peer education and persuasion to advocate for more social equity in your team, organisation, industry, scene or other spheres of influence.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - conversation-based advocacy - defining our spheres of influence - mindful advocacy conversations framework - better practices - other ways of advocating
<i>Cultivating Accountability</i>	<p>In this two-hour workshop, which is a follow-up to our other workshops, we'll learn about the importance of accountability and how we can stay connected to our motivation, let our compass guide us, and keep doing the work of social equity in a sustainable and impactful way.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - human-centred design process - framework for transformation - check-in: personal accountability - check-in: organisational accountability - everyday solidarity
<i>Action Teams</i>	<p>In these 2-hour workshops, we use an interactive and collaborative format and method to tackle either specific or general shared challenges.</p>

EMPOWERMENT MODULES AND SERIES

These modules are intended especially for folks with experiences of marginalisation — they're a great fit for mutual support groups, employee resource groups, and similar.

<p><i>Empowered Communication</i></p>	<p>In this 3-hour workshop, we explore tools for more effective, efficient, and empathic communication for multilingual, intersectional environments. Being mindful of how we talk and interact with others can teach us about ourselves, strengthen our relationships, and create safer spaces.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - giving and receiving feedback - non-violent communication - boundaries - emotional intelligence
<p><i>Empowered Advocacy</i></p>	<p>In this 3-hour workshop, which focuses on self advocacy, we'll learn and practice education and persuasion to advocate for more social equity in your team, organisation, industry, scene or other spheres of influence, with an emphasis on doing this from the place of lived experience</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - conversation-based advocacy - defining our spheres of influence - mindful advocacy conversations framework - better practices - other ways of advocating
<p><i>Know Your Value, Get Paid</i></p>	<p>In this 2-hour interactive workshop, we work together to talk about how individuals — especially freelancers or those who are in a position of negotiating their pay — can best understand their value and self-advocate to get paid fairly.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - power dynamics in negotiation - understanding our value - preparing for the conversation - what to say, and how - language that values ourselves
<p><i>Boundaries: When, Where and How to Draw the Line</i></p>	<p>In this 2- or 3-hour workshop, we'll explore the topic of boundaries — what are they and how can I use them to protect my energy and show up as my best self.</p> <p>Key topics of conversation:</p> <ul style="list-style-type: none"> - defining boundaries - discerning what should be in-bounds - compassionate communication of my boundaries - saying “yes” to community care
<p><i>Action Teams</i></p>	<p>In these 2- or 3-hour workshops, we use an interactive and collaborative format and method to tackle either specific or general shared challenges.</p>
<p><i>Life Architecture (Series)</i></p>	<p>This four-part collaborative learning series (12 hours total) is about getting unstuck — to move from where you are now in your life to where you want to be. That could mean one change in your life, or many in combination — committing yourself to a cause you care about, finding a new residence, activating a career change, seeking a new type of relationship, going deep on a personal passion, adding family members like a pet or kiddo, or just finding more time for yourself and the things and people you care most</p>

	<p>about. Each session is three hours long for four weeks in a row, made up of reflection activities, discussions, food for thought and a little bit of homework.</p> <p>Sessions:</p> <ol style="list-style-type: none"> 1. “CLARIFYING MY PRIORITIES” - Rediscovering what’s most important for you with activities to reflect on your values and goals. 2. “IMAGINING MY POSSIBILITIES” - Exploring options for different parts of your life, and checking how well your plans line up with your values and goals. 3. “TESTING OUT MY OPTIONS” - Narrowing down your possibilities; learning to use research to test how well your plans may work and what feels right for you. 4. “BUILDING MY ACTION PLAN” - Deciding on steps to move from design to reality.
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WORK WITH PURPOSE MODULES

These modules are intended to support growing organisations, to help them orient their work around shared values and core purpose, and to learn to work better together, especially through more conscious communication. We recommend to book these workshop modules as a 3-part series, spaced out with at least one week between workshop days.

Module Title	Length + Description
<i>Where We’re At</i>	<p>In this 4-8 hour workshop day, we will explore the organisation’s status quo, taking some time for retrospective and to assess some of the current challenges and opportunities. This will serve as the basis for the next two days of workshops. There is a focus on team-building that will also help to facilitate easier exchange on complex topics for the second two days.</p> <p>Modules include:</p> <ul style="list-style-type: none"> - Orientation and warm up - Appreciate Ya - Individual retrospective and sharing - Team-level Walls and Windows (similar to SWOT)
<i>Where We’re Going</i>	<p>In this 4-8 hour workshop day, we will create a draft of the core values and mission statement (compass) for the organisation. These will serve as the basis for all future collaborations — helping to answer the questions of both “why” and “how” the work together will be done.</p> <p>Modules include:</p> <ul style="list-style-type: none"> - Values workshop - How will we work together? - Mission workshop - What is our North Star?
<i>How We Get There Together</i>	<p>In this 4-8 hour workshop day, we’ll get a bit more granular on the day-to-day, exploring ways of working, challenges of working together across departments and roles, and ways that we can work better together to achieve our mission while staying aligned to our values.</p> <p>Modules include:</p> <ul style="list-style-type: none"> - Values and mission exploration - Working better together - Communication better-practice workshop