



The Buffalo - Respect

Ningwanuk Meshquajese — Wings of Change

Aboriginal Workers Education & Outreach Project

Section 5: Respect in the Workplace

Each worker has a right to dignity and respect in the workplace, but workers also have a responsibility to help it happen. Disrespect sometimes stems from cultural misunderstanding. Workers expectations and laws are evolving to reflect a growing awareness of the harmful ripple effect that disrespect and conflict can have throughout the workplace.

Display Posters of Seven Sacred Teaching

Wall posters available from
Occupational Health Centre 204-949-0811 or
from Native Reflections - 1-800-522-9322
email: info@nativereflections.com
website: www.nativereflections.com

Form Sharing Circle

Smudge and Prayer

Introduce teachings about the Smudge and the ways of the Sharing Circle and the passing of the feather.

Check-In

Ask participants: their name, and what does respect mean to them.

Equate 7 Sacred Teachings & 3 Worker's Rights

Give history about the *Ningwanuk Meshquajese — Wings of Change project* and why the Advisory group decided :
7 Teachings + 3 worker's rights = Path to Workplace Health and Safety.

Building Cultural Bridges DVD
(available from OHC)
Segment by May Louise Campbell - Respect

Fact sheet: Wings of Change

Respect at Work

Large group discussion:
What words or phrases come to mind that describe what you would feel is a **respectful** Workplace?

Flip Chart for responses
Markers

Who is responsible to **prevent** disrespect in the workplace?

Disrespect at Work

Think of a time when you were either a **source**, a **target** or an **observer** of disrespect. Please share with the group.

What happened? How did it feel? What did you do?

Getting Involved

Show video segment Respectful Workplace: Racial Harassment

Large group discussion:
(Gut Reaction) What do you think you would do if you were an observer in the situation depicted in the video?

(Picture a better way) What do you think you would like to do if you were an observer in the situation depicted in the video?

Being Accountable

Large group discussion: What can be workplace barriers to taking action? What ideas do you have for dealing with those barriers?

Evaluation

Distribute evaluation forms. Inform participants that their anonymous responses will be used solely to improve future sessions.

Check-Out

Ask participants: Was there anything useful during this workshop and if so, how could it be incorporated into your workplace?

Closing Reflection/Prayer

Invite participants to lead the closing prayer. Be prepared to say the prayer if no one volunteers.

Respectful Workplace Video Segment #3 - available at OHC

Fact sheet: Building a Respectful Workplace

Evaluation Form