

CHRYSLIS

HUMAN RIGHTS AGENCY

Advancing Equity, Diversity and Inclusion

OUR CORE VALUES

Our mission is simple: to equip clients with clear and practical strategies to build healthier, diverse, more inclusive and more equitable working environments. The following values shape who we are and how we work:

- **AFROCENTRIC**
- **EVIDENCE-BASED**
- **GROWTH ORIENTED**
- **PARTNER-CENTERED**
- **RESTORATIVE**
- **COLLABORATIVE**

OUR AREAS OF EXPERTISE

CHRA provides training, coaching, needs assessments, mediation, resources and action plan development services in the following human rights topics:



**EQUITY,
DIVERSITY &
INCLUSION**



**CONFLICT
RESOLUTION**



**GENDER BASED
VIOLENCE & SEXUAL
HARASSMENT**

OUR TEAM

Our team is 100% made up of equity-seeking persons who bring their lived experience and diverse backgrounds into their work with our clients.

ABOUT US

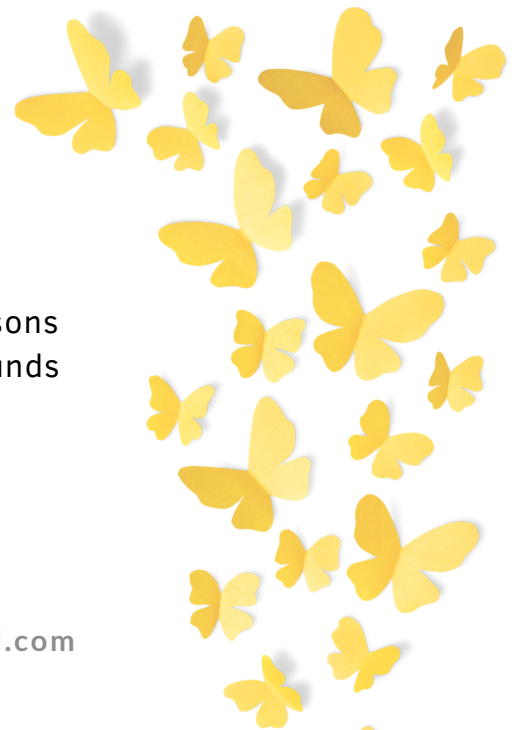
Chrysalis Human Rights Agency (CHRA) has a combined 32 years of experience designing and developing trainings and tools in equity, diversity, and inclusion (EDI), anti-racism, gender equity, conflict resolution, bias and other human rights topics.

Our diverse team of consultants has worked with dozens of clients and thousands of employees to design trainings and resources that contribute to a culture of respect, psychological health and safety and belonging.

CHRA strives to provide all our services and programming from an intersectional, anti-oppressive and anti-racist approach. Our vision is to actualize the Afrocentric principle of Ujima (collective work and responsibility): "to build and maintain our community, make our neighbors' problems our problems, and solve them together."



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OUR SERVICES

EDI AUDIT

Using a three-phased process, we look at HR records, past employee/customer surveys, policies, and our interview findings. We collaborate with our clients to create a human-centered approach to data collection and uncover key EDI metrics.

Our audit reports on trends in recruitment, onboarding and retention practices, policies and how formal and informal organizational culture impacts EDI indicators in the workplace.

EDI TRAINING

From design to facilitation, our trainings focus on practical outcomes – tailoring courses as needed to address the unique contexts of our clients and their employee groups. Using Universal Design Methodology, we create safe and brave spaces to effectively engage all types of adult learners. Participants explore emotional intelligence, unconscious bias, cultural competency, microaggressions, anti-racism and privilege, allyship and inclusive leadership in the workplace.

Trainings are complemented by practical resources such as workbooks, glossaries, and tip sheets. All trainings are accompanied by comprehensive evaluation plans, so you can be confident in their outcomes and impact.

COACHING FOR LEADERS

Designed specifically for individuals in leadership positions, we work with CEOs, managers, directors, Board members, etc. to coach them on how to embed EDI within their organizations. Leaders are coached on what EDI can look like in their contexts, and what steps to take to action on inclusive change management at their organization.

SEXUAL HARASSMENT TRAINING

We collaborate with clients to develop interventions that investigate the nuances of power and the role of intersectionality. Participants will learn how to become proactive bystanders and create a culture of respect and safety in the workplace.

SELF-PACED LESSONS COMING SOON!

We can work with you to develop self-paced trainings on a variety of topics to meet your content and facilitation needs. Self-paced lessons are ideal for training a large number of employees.

EDI ACTION PLAN

We can translate data and feedback into a practical roadmap for sustainable organizational change. We build employee buy-in and sustainability by creating onboarding resources, mainstreaming with existing practices and developing checkpoints to accompany the action plan.

GENDER BASED VIOLENCE TRAINING

Going beyond basic definitions and policies, participants explore how to practice active and accountable allyship, support survivors and create a culture of respect and proactive bystander intervention in the workplace.

CONFLICT RESOLUTION

We approach conflict resolution with a trauma-informed, restorative approach, and anti-oppressive lens. Our highly skilled mediator collaborate with the parties involved to conduct a preliminary assessment, understand the relationships between people and circumstances, and identify systemic factors related to the conflict. We prioritize a multi-partial approach.

WORKFORCE CENSUS

A Workforce Census may be used for employment equity purposes to identify gaps in representation of the groups that experience systemic and persistent discrimination in employment. It can also be used to gather broader demographic information about your workforce and capacity to serve an increasingly diverse client population. We offer an efficient, easy, and secure way to collect and analyze this data.

