



ABOUT US

Women in Resource Development Corporation (WRDC) - established in 1997 – is a non-profit organization committed to advancing the economic equality of women in Newfoundland and Labrador, by increasing their participation in high-paying trades, technologies and operations occupations, primarily within our province's natural resource industries.

As part of our commitment to promote women's participation in non-traditional occupations, WRDC offers Creating Respectful Work Environment training to businesses in construction, and the natural resource sector, training institutions, community organizations, labour unions, or other interested groups.

The main objective of the Creating a Respectful Work Environment workshop is to increase gender awareness while promoting the business case of recruiting and retaining women in trades, technology and operations occupations.



WOMEN
IN RESOURCE
DEVELOPMENT CORPORATION

MAIN OFFICE

31 Peet Street, Suite 109
St. John's, NL A1B 3W8
t: (709) 738-3713
f: (709) 738-3743
e: info@wrdc.nf.ca
1-800-738-3713

WWW.WRDC.NF.CA

DARE TO BE **DIFFERENT...**

FIND US ON 

www.facebook.com/women

FOLLOW US ON 

www.linkedin.com/company/wrdc

CREATING A
RESPECTFUL
WORK
ENVIRONMENT
WORKSHOP



DARE TO BE
DIFFERENT...

WOMEN
IN RESOURCE
DEVELOPMENT CORPORATION

THE LABOUR SHORTAGE:

How does it impact women?

Women's representation in non-traditional occupations remains low. The Newfoundland and Labrador Skills Task Force Report forecasts the potential peak employment demand for major projects to be 9000 workers between 2014 and 2016. The forecasted skilled labour shortages associated with these major projects have emphasized the need to raise female participation to ensure that women take full advantage of the opportunities available within the province.



WORKSHOPS AND PRESENTATIONS

WRDC offers, free workshops in one hour, half day or full day sessions. These sessions are customizable to ensure the content and time is unique to the needs of the participants.

Train the trainer workshops and objectives:

Creating a Respectful Work Environment:

- To be a starting point to raising awareness concerning the challenges, barriers, and discrimination that women face in non-traditional working environments.
- To communicate an understanding of the socialization of gender roles, and to present an opportunity to evaluate the attitudes and beliefs associated with gender issues in male-dominated industries.
- To provide trainers with background information regarding this topic and to explain the importance of Creating Respectful Work Environments.
- To understand barriers to women's participation in traditionally male-dominated workplaces through case studies and interactive exercises.

Creating a Harassment and Discrimination Free Environment:

- To provide trainers with background information regarding this topic and to explain the importance of Creating a Harassment and Discrimination Free Work Environment.
- To emphasize the importance of the main messages communicated to employees concerning discrimination and harassment in the workplace.
- To equip individual employees with the knowledge and skills they need to proactively and effectively advocate for a healthy harassment-free workplace.
- To increase participants' understanding of what generally constitutes harassment and discrimination in the workplace.
- To describe the respective roles and responsibilities the employer, management and employees have in creating a harassment-free workplace.
- To describe some of the individual behaviours that can create conflict in the workplace so that participants consider their impact on others.

IN ADDITION, WRDC ALSO OFFERS THE FOLLOWING PRESENTATIONS:

- Creating a Respectful Work Environment
- Creating a Respectful Training Environment
- Thinking Forward:
A Practical Guide Increasing Women's Participation in the Industrial Workplace
- Work-Life Balance
- Peer Pressure
- Peer Mentoring