

# BIAS, SYSTEMIC DISCRIMINATION AND ANTI-RACISM eLEARNING



## What is Bias, Systemic Discrimination and Anti-Racism eLearning?

The Mining Industry Human Resources Council (MiHR) created this eLearning program to support Canada's mining sector by enhancing awareness of bias, stereotype, prejudice and systemic discrimination and advancing inclusion, equity, anti-racism and reconciliation to ensure mining workplaces are welcoming, fair, respectful and safe for all employees.

## What does the eLearning Include?

The four modules that make up this eLearning program will take about one hour to complete.

- Each module is approximately 15 minutes.
- This eLearning is self-paced.
- Learners can stop at any time and come back to complete the remaining modules and sections at their convenience.
- After completing a module, learners can return to it and review the information.

## eLearning Modules

By completing this eLearning, learners will receive a certificate and digital badge.



**Module 1**  
Introduction To Racism  
and Its Impact

**Module 2**  
Bias, Stereotypes  
and Prejudice

**Module 3**  
Systemic  
Discrimination

**Module 4**  
Anti-Racism

 Enhancing awareness to ensure mining workplaces are welcoming, fair, respectful and safe for all

## What is the eLearning Hoping to Achieve?

The overarching goal of this eLearning program is to help mining employers and employees experience fairness, belonging, respect and safety in their mining workplace.

## What are the Benefits of the eLearning?

By completing this eLearning, learners will:

- 1** Gain a broader understanding of diversity, racism and anti-racism.
- 2** Learn about the concepts and impacts of bias and systemic discrimination and the relationship between systemic racism, power and privilege.
- 3** Examine how these factors create barriers for people and groups seeking work and promotion in the mining industry.
- 4** Learn inclusive strategies for fairness, belonging, respect and safety in the mining workplace and how to address workplace conflicts in respectful and inclusive ways that value diversity.
- 5** Gain an understanding of anti-racism practices that address bias and eliminate discrimination in talent attraction, recruitment, development and retention, as well as in day-to-day workplace activities.



## Take Advantage of MiHR's Bias, Systemic Discrimination and Anti-Racism eLearning

Complete the eLearning registration form on [mihr.ca](http://mihr.ca) to proceed with your eLearning. The eLearning, which includes four modules is \$40 per learner. MiHR also accommodates group rates and registration setup. Once registered, an email confirmation with a link to begin the eLearning will be sent within two business days.

Please visit [mihr.ca/cmsds/elearning](http://mihr.ca/cmsds/elearning) to proceed with registration or contact [lms@mihr.ca](mailto:lms@mihr.ca) for more information.

## About the Mining Industry Human Resources Council

The Mining Industry Human Resources Council (MiHR) is an independent, non-profit organization that leads collaboration among mining and exploration companies, organized labour, contractors, educational institutions, industry associations and Indigenous groups to identify and address the human resource and labour market challenges facing the Canadian minerals and metals sector.

**VISIT MIHR.CA**

