



ACLA-RNR 2025 DEI

Empowering Multicultural Teams: Communication, Inclusion & Leadership

Delivered by Atlantic Canada Language Academy (ACLA) & R&R Solution

Program Overview:

Our specialized training equips businesses and organizations across the world to lead, manage, and integrate diverse, multicultural teams. We deliver **customized training for small groups, large teams, and individuals**, supporting respectful, productive workplaces through improved communication and inclusive leadership.

With a proven **15-year track record** and a team of over **20 skilled professionals**, ACLA's **Virtual Campus** allows us to reach clients across the province and beyond. Our programs address key workforce development needs by offering:

Training Objectives & Outcomes:

- **Enhanced Workplace Communication:**
Practical strategies to reduce miscommunication and foster clear collaboration across linguistic and cultural backgrounds.
- **Inclusive Leadership Development:**
Managers and supervisors gain tools to lead teams from 6+ cultural backgrounds with clarity, empathy, and efficiency.
- **Cultural Integration & Respectful Workplaces:**
Staff learn inclusive behaviors, cultural sensitivity, and how to actively support organizational integration.
- **Industry-Specific Language Readiness:**
ACLA currently delivers **weekly intakes to English programs in Healthcare, Construction, IT, Business, Tourism, and Transportation**. Our team understands the communication demands and professional expectations across these sectors, ensuring training relevance and impact.
- **Boosted Team Productivity & Retention:**
A shared understanding among teams increases productivity, morale, and workforce stability.

- **Tailored Learning Solutions:**

Flexible delivery through **webinars, workshops, and courses**, available live or on-demand, with options to suit operational schedules.

DEI Program Format:

- **Duration:** Customized from 3-hour sessions to full multi-week training programs
 - **Five (5) hour program details below** – moving teams forward.
 - **Delivery Mode:** Virtual (Live or On-Demand) or In-Person
 - **Language Support:** Delivered by expert English instructors with lived experience in multicultural environments
 - **Assessment:** Pre- and post-training evaluation for measurable impact
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Funding Program Alignment (Provincial or Federal – may be available)

This training supports **productivity and innovation** by improving communication across culturally diverse teams—a vital asset for Canada’s growing, globally-connected workforce. It enhances **employee retention, leadership capacity, and workplace culture**, directly contributing to **skills development and organizational growth**.

ACLA and R&R Solution help **employers meet workforce challenges** with practical, inclusive, and scalable training solutions.

www.StudyAtlantic.com

www.RnRsolution.com

Build a More Inclusive Workplace – DEI Course for Your Team

Atlantic Canada Language Academy (ACLA) and R&R Solution have partnered to bring you a practical and engaging Diversity, Equity & Inclusion (DEI) training program designed to *strengthen* your *team* and workplace *culture*.

Designed for Groups of up to 15 people. This 5-hour online course, delivered over 2 or 3 weeks, empowers your team with the knowledge and skills to create a truly inclusive environment—where diversity is embraced and everyone works as equals.

At only **\$1200 CAD per group (no tax)**, the cost per participant is only \$80 per person for a full 5-hour professional development experience—an excellent return on your investment in people and culture.



Program Structure total 5 hours:

- 4 facilitated sessions
- Session 1: 1.5 hours
- Sessions 2 – 4: 1 hour each
- Flexible delivery: Sessions scheduled to meet your team’s availability

Example Schedule:

Week 1: 1.5-hour session (Tuesday), 1-hour session (Thursday)

Week 2: 1-hour session

Week 3: 1-hour wrap-up and integration session

(Alternate 2-week format also available)



What’s Included:

- ✓ 2 skilled facilitators with real-world DEI experience
- ✓ Interactive online delivery with real-time engagement
- ✓ Course materials and practical tools for workplace integration
- ✓ Customized content to reflect your team’s needs



Why It Matters:

- Attract and retain talent aligned with your values
- Boost team engagement through inclusive leadership practices
- Enhance collaboration and productivity
- Meet supplier diversity goals – ACLA is a Certified Diverse Supplier through WBE Canada

Ready to take action?

www.StudyAtlantic.com