



TRAINING SERVICES

Cultural Diversity and Racial Inclusion Training

Customized learning for workplaces, public institutions and community organizations across Ontario and Canada.



Inclusive workplaces are built through understanding, practical action and accountable leadership.

**MANNY DIZWANI
EDI COACH & FACILITATOR**

MEET YOUR FACILITATOR

Manny Dizwani



Equity, diversity and inclusion coach specializing in cross-cultural and racial inclusion.

Manny creates customized training that helps people understand difference, strengthen belonging and translate inclusive intentions into everyday practice.

His approach is practical, human and grounded in experience working with people across cultures.

Experience that crosses cultures and sectors

Before entering coaching and facilitation, Manny led large groups of international travellers on safari expeditions across Africa. That work demanded cultural awareness, calm leadership, adaptability and the ability to create trust among people with different expectations, personalities and backgrounds.

Over the past 15 years, he has worked in youth mentorship, life coaching, business coaching, employment counselling and EDI coaching. Much of his employment counselling has supported newcomers to Canada as they navigate unfamiliar employment systems, workplace cultures and barriers to opportunity.

15+ YEARS

coaching and mentorship

CROSS-CULTURAL

leadership experience

CUSTOMIZED

workplace learning

“

The strongest workplaces are not those without difference, but those that know how to learn from it.

TRAINING SERVICES

Learning designed for real workplaces

Each session is adapted to the organization, participant group and context. Training can support managers, supervisors, workplace teams, public-sector staff, boards and community groups.

01

Inclusive Leadership

FOR MANAGERS AND SUPERVISORS OF DIVERSE ORGANIZATIONS

Build the awareness and practical leadership habits needed to set fair expectations, expand access to opportunity, welcome diverse voices and apply accountability consistently across cultural and racial differences.

02

Cultural Inclusion & Belonging

FOR WORKPLACE TEAMS AND PUBLIC-FACING ORGANIZATIONS

Strengthen cross-cultural understanding, communication and trust so people can contribute without feeling pressure to erase important parts of who they are.

03

Anti-Racism: Awareness, Action & Allyship

FOR WORKPLACES AND COMMUNITY GROUPS

Move beyond good intentions by recognizing racism, responding constructively, supporting colleagues and building practical accountability into everyday decisions.

“

Inclusion becomes real when people can contribute fully without first having to become less of themselves.

WHAT PARTICIPANTS GAIN

Practical learning that can be used immediately



Clearer awareness

Recognize how culture, race, power and workplace norms shape people's experiences.

Useful language

Discuss difficult issues with greater clarity, care and confidence.

Practical responses

Know what to do when exclusion, bias or racism appears.

Shared responsibility

Understand the role of leaders, colleagues and allies in creating change.

Storytelling and lived examples help participants connect complex ideas to real people, decisions and workplace situations.

A simple, customized development process

1 CONFIRM Audience, goals, topic, organizational context and session format.	2 CUSTOMIZE Examples, scenarios and emphasis are adapted to the client.	3 DELIVER Engaging facilitation in person or live online, with clear key ideas.	4 APPLY Participants leave with practical ideas they can carry into their roles.
--	---	---	--

TRAINING INVESTMENT

Pricing for training services

The following estimates are in Canadian dollars. Final scope and cost are confirmed before development begins.

STEP	DELIVERABLE	COST
DEVELOPMENT	Project Initiation and Presentation Development. Confirming scope. Estimated 5–8 hours of facilitator background and preparation work to create a customized presentation, depending on topic and session length. (Please note: This is Manny’s preparation time, not a 5–8 hour client planning session. An email or short call is generally all the client needs to provide, and the facilitator will take it from there and create the requested training.)	\$500–\$800
TRAINING	45–60 minute focused training or talk	\$695
WORKSHOP	3-hour live workshop	\$1,495

Travel from Brockville

No mileage charge applies within Leeds and Grenville. Outside Leeds and Grenville, round-trip mileage is \$0.40/km. A \$200 hotel charge applies when the presentation location is more than 150 km from Brockville.

EXAMPLE	EST. RETURN DISTANCE	EST. MILEAGE	HOTEL
Kingston	170 km	\$68	Not normally required
Ottawa	230 km	\$92	Not normally required
Toronto	680 km	\$272	\$200

Mileage examples use typical round-trip driving distances and are estimates only. Actual travel costs will be confirmed for the event location.

“

The value of training is not only in what people hear, but in what they begin to notice and do differently afterward.

INCLUSION AND CO.

START A CONVERSATION

Bring practical inclusion learning to your organization

Tell Manny about your organization, audience size, desired outcomes and preferred session format. A short email or call is enough to begin.



CONTACT MANNY DIZWANI

manny@inclusionandco.com

Customized cultural diversity and racial inclusion training across Ontario and Canada.

“

Belonging is built in the everyday moments when people are heard, respected and trusted.