

Cross-Cultural Training Strategies for Design Teams

Intended Audience:

This workshop aims to bring together faculty who teach design project courses, as well as managers who are interested in enhancing their design teams' ability to create an empowering, high performance team environment. Frequently raised issues to be addressed in this workshop include: Working effectively with people trained in different cultures; challenging unconscious biases that hinder effective utilization of team intelligence; confronting disrespectful behaviour and establishing norms that support the well-being of team members.

Anyone who wants to contribute to this collaborative exercise is encouraged to participate.

Justification and Significance to the Conference:

Equity, diversity, and inclusion (EDI) training is critical to the retention and development of talent in engineering schools and workplaces. The challenge lies in developing contextually-sensitive practical strategies to lead the change in the field of mechanical engineering. By creating a space for conversation and practical endeavour, CSME Conference will help meet an important need that affects researchers, practitioners, and students alike.

Program:

1. Presentation of existing tools and key concepts
2. Facilitated discussion on key topics, such as culture, wellbeing, collective genius
3. Group activity and presentation of issue-based strategies
4. Sharing of insights and further questions for future inquiry

Presented by:

- **Ms. Minha R. Ha**, *PhD Candidate, Mechanical Engineering, Lassonde School of Engineering*
- **Dr. Marisa Sterling**, *Assistant Dean (Inclusivity & Diversity), Lassonde School of Engineering*
- **Ms. Claudia Bennett**, *Project Coordinator, IDEA-Lab, Lassonde School of Engineering*
- **Dr. Jeff Harris**, *Assistant Lecturer, Mechanical Engineering, Lassonde School of Engineering*