

Preparing Residents to Present at a Knowledge Exchange



Why:

When we bring residents into spaces to engage with people in formalized positions of power, we want to make sure that we are truly making an equitable space in which residents are seen as experts of their own context, feel confident that their opinions matter, and truly influence the discourse they are involved in.

What:

One of the ways in which we can help create equitable spaces is to take the time to help residents prepare for the event.

How:

Supporting residents to participate:

These are some of the ways in which you can help residents prepare to speak their truth and be heard at knowledge exchange events:

- Provide honoraria for resident participation whenever possible; ensure that residents experience as few barriers as possible to participating (transportation, childcare etc)
- Host a separate pre-meeting
- Articulate the purpose of the knowledge exchange and what participants can expect
- Support resident participants to come up with their own words why their voice is important in this particular event
- Help residents to create a bullet pointed list of their talking points
- Articulate the value and importance of their influence with people who are designing employment programs and processes, typically without the voice of job seekers and especially job seekers who experience racism as a barrier to their success.

Supporting residents to present:

If residents are presenting at the event further strategies can be used to enhance their confidence and the influence they have on the rest of the group.

- Be specific about the role you are asking residents to play; where possible, provide options; always provide payment for this type of participation. This is an [example of options](#) and how they were structured for the East Scarborough Works Symposium.
- Where residents are speaking to issues or ideas beyond their own direct experience, give them time and facilitate a process so that they can explore and get comfortable with the data before formulating what they will say about it.
- Encourage residents to formulate their presentations in their own words;
- If residents ask for help, support with presentation flow or structure which will help amplify their own words
- Coordinate opportunities to practice
- Position residents as hosts by inviting them to welcome others into a space for which they feel ownership
- Design the event structure so that the resident presentation precedes other presentations