Respect and Understanding Across Differences

November 2026

Respect is the Heart of Inclusion

November invites us to pause... to remember, reflect, and reconnect. Whether we are honouring those who served, listening to a colleague's story, or supporting a client through challenge, respect is the thread that holds us together.

Inclusion begins when we see one another fully with empathy, patience, and care.

Remembering with Respect

Remembrance Day reminds us that courage, compassion, and service come in many forms. In our teams, we honour that spirit by showing understanding in our daily work.

Ways to practice respect across differences:

- Listen with an open mind. Seek to understand, not to fix.
- Use calm, inclusive language during stressful times.
- Recognize that everyone's experiences shape their perspective.
- Honour moments of silence and reflection. They strengthen empathy.

Respect grows when we take time to understand what others carry.

Quick Tip: Everyday Respect

- Pause before replying. Think about how your words will land.
- Show appreciation for different perspectives, not just agreement.
- Offer help without assumption
- Replace the "You should" with "would if help if..."

Resources

- Veterans Affairs Canada: Remembrance and Reflection Resources
- CCDI: Respectful Communication in Diverse Teams
- Workplace Strategies for Mental Health: Managing Conflict with Compassion