

February 4 - 5, 2021 • Virtual Conference

Diversity and Inclusion in the Workplace

Best Practices for Achieving Excellence in Diversity and Inclusion

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YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Al Ramsay
TD Wealth



Wendy Cukier
Ryerson University



Naveen Mehta
MeshDiversity



Dr. Leeno Karumanchery
MeshDiversity



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... and more

Receive Advice and Guidance from Leaders in the Field on:

- Sourcing talent from the underused disability talent pool
- Mitigating your own and your organization's unconscious biases
- Developing strategies to help get started on making "Black Lives Matter" in the workplace
- Bridging the empathy gaps with black and minority employees - the conversations that can no longer be avoided because they are hard
- Engaging in numerous, courageous conversations
- Using survey assessments, focus groups, and one-on-one conversations to understand the dynamics of your organization
- Recent, important human rights cases demonstrating Anti-Black Racism in the workplace
- Conducting bias free interviews and employing active listening
- Developing an awareness of "microaggressions" that can be indirect, subtle or unintentional acts of discrimination
- Benefit from research findings and case studies on the most effective initiatives in achieving diversity and inclusion excellence



Professional Development

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Diversity and Inclusion in the Workplace

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DAY ONE PROGRAM AGENDA: THURSDAY, FEBRUARY 4, 2021

10:00 - 10:10 EST



Welcome and Opening Remarks from the Chair

Wendy Cukier, Founder & Academic Director, Diversity Institute, Ryerson University

10:10 - 10:50 EST



Disability - The Business Case for Diversity, Inclusion / Measuring Return on Investment in Critical Times

Jeannette Campbell, CEO, Ontario Disability Employment Network

- The facts around disability
- The case for hiring inclusively
- The positive impacts of Inclusion in the workplace
- The ROI of inclusion in the workplace
- Business case examples
- The keys to success and ODEN services

10:50 - 11:40 EST



Identifying Your Own Biases and Understanding Different Points of View

Delee Fromm, Delee Fromm Consulting

- What is implicit bias?
- How is it created?
- Behavioral tips for disrupting bias
- Becoming an inclusive leader

11:40 - 12:30 EST



CAMH's Journey to Date Addressing Horizontal Violence, Anti-Racism, Anti-Oppression for Staff

Carrie Fletcher, VP People and Experience, Centre for Addiction and Mental Health

- Governance structure
- Working with our unions
- Gaining staff input and feedback on their current experience
- Developing and executing on an action plan

12:30 - 13:30 EST Break

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13:30 - 14:20 EST



The Science of Driving Sustainable Inclusive Change: Measuring the Impact of Your Initiatives

Dr. Leeno Karumanchery, Co-founder and Head of Behavioural Sciences, MeshDiversity

- Metrics and KPIs
- Mapping and monitoring the various parts of your business that are key to your success
- Applying the rigour reserved for other important business functions to D & I
- How to measure the right things, the right way
- How to use science backed metrics and data to drive effective change in your organization

14:20 - 15:10 EST



LGBTQ and Accelerated Diversity and Inclusion at TD Wealth

Al Ramsay, Associate Vice President, Sales and Strategy & Head LGBTQ2+ Business Development, TD Wealth

- Beyond the business case for diversity - lifting from paper and putting into action with measurable outcomes
- Case study in developing a best in class LGBTQ2+ Customer Strategy
- Authentic brand building & community outreach
- Legendary customer experience and elevated financial advice
- Inclusive talent & distribution Strategy

15:10 - 15:30 EST Break

15:30 - 16:15 EST



Equity and Inclusion at City of Toronto

Waheeda Rahman White, Director, Equity, Diversity and Human Rights, People & Equity Division, City of Toronto

- Three pillars of the City's multi-year Equity and Inclusion Plan
- Increasing use of data-informed decision making
- Employee engagement and the use of surveys - where is the pain point?
- How are we holding leadership accountable?
- Weaving diversity and inclusion throughout the employment cycle

16:15 EST

End of Day One

Diversity and Inclusion in the Workplace

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DAY TWO PROGRAM AGENDA: FRIDAY, FEBRUARY 5, 2021

10:00 - 10:10 EST



Welcome and Opening Remarks from the Chairs

Wendy Cukier, Founder & Academic Director, Diversity Institute, Ryerson University

Erin Roach, Executive Director, Diversity Institute



10:10 - 11:00 EST



Evidence Based Strategies, Programs and Policies for Inclusion

Wendy Cukier, Founder & Academic Director, Diversity Institute, Ryerson University

- Tracking the progress, impediments and evidence based strategies for promoting diversity within organizations
- How data in leadership can drive change
- The need for robust tracking, rigorous evaluation and transparency
- Supplier diversity
- Measuring your diversity and inclusion efforts

11:00 - 11:50 EST



Emotional Intelligence: The Missing Building Block of an Anti-Racist, Inclusive and Safe Workplace

Naveen Mehta, Chief Legal Officer, MeshDiversity

- Thomas Roosevelt famously said, “No one cares how much you know until they know how much you care.” Roosevelt did not know it at the time, but he referenced what psychologists now call emotional intelligence (EI).
- Emotional Intelligence is “the ability to identify, assess and control one’s own emotions, the emotion of others and that of groups.”
- Emotional Intelligence helps in understanding other people better and building a sense of trust and psychological safety. Emotionally intelligent behaviours underpin inclusive and safe workplaces.
- Building an inclusive anti-racist culture has individual behaviour change as its foundation.
- Culture doesn’t change on its own or simply by “being nice.”
- It’s the treatment of others and interactions among colleagues and leaders that define our workplace cultures in totality.
- Whether it be regular microaggressions, issues of failing retention or barriers to upward mobility for those from equity-seeking groups, being an emotionally intelligent leader is vital to building a workplace based on belonging, inclusion and safety.

11:50 - 12:40 EST Break

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12:40 - 13:30 EST



Special Session

What D & I Means to IG Wealth Management and Its CEO

Damon Murchison, President and CEO, IG Wealth Management

- IGM Financial's DE&I strategies and activities
- Importance of diversity for IG Wealth Management
- His personal perspective on what DE&I means to him as a leader and individual

13:30 - 14:20 EST



Special Session

Increasing the Representation of Black, Indigenous and Minority Employees in the Board Room

Dahabo Ahmed-Omer, Executive Director, BlackNorth Initiative

The BlackNorth Initiative includes The Canadian Council of Business Leaders Against Anti-Black Systemic Racism, The Canadian Association of Urban Financial Professionals and the Canadian Council for Aboriginal Business. CEOs representing more than 200 Canadian organizations, including three of Canada's big banks, have signed a pledge that says their organizations will help combat systemic racism and increase the representation of Black, Indigenous and minority employees in boardrooms and executive suites.

In doing so they are committing to public targets including:

- Hiring of more black Indigenous and minority students
- Ensuring succession strategies include black, indigenous and minority talent strategies
- Publishing data on executive representation and /or mobility

14:20 - 14:40 EST Break

14:40 - 15:30 EST



Pay Equity - A Powerful Tool in the Journey to Diversity and Inclusion

Karen Jensen, Federal Pay Equity Commissioner, Canadian Human Rights Commission

The Federal Pay Equity Commissioner at the Canadian Human Rights Commission, shares her insights on pay equity and two other proactive compliance programs supporting diversity and inclusion across Canada.

- Pay equity, employment equity and accessibility: Proactive compliance as a common denominator.
- How pay equity, employment equity and accessibility support diversity and inclusion
- Pay equity: getting ready for the Act

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15:30 - 16:20 EST



Embedding D & I in the Corporate Culture

Kristine Remedios, Chief, Inclusion and Social Impact Officer, KPMG Canada

- Building a business culture where diversity and inclusion play an integral part
- Who should be involved?
- Why responsibility cannot be siloed in HR
- Who should D & I report to?
- Weaving D & I thread through the organization
- Who is responsible for making things happen?
- Convincing senior leaders of what D & I means
- What must leaders do to build a diverse and inclusive culture
- Importance of recruiting and developing talent
- Role of networks
- Is D & I a KPI?
- Engagement surveys
- Talking about the elephants in the room

16:20 EST

End of Day Two

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Diversity and Inclusion in the Workplace*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

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VIRTUAL CONFERENCE:

Diversity and Inclusion in the Workplace will be held as a virtual on-line conference. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.com or fax to 1.800.558.6520 **no later than January 21, 2021**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **January 21, 2021**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **January 21, 2021** and fail to attend will be liable for the entire registration fee.

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