

February 4 - 5, 2021 • Virtual Conference

# Diversity and Inclusion in the Workplace

*Best Practices for Achieving Excellence in Diversity and Inclusion*



## YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



**Jeannette Campbell**  
**Ontario Disability Employment Network**



**Delee Fromm**  
**Delee Fromm Consulting**



**Waheeda Rahman White**  
**City of Toronto**



**Damon Murchison**  
**IG Wealth Management**



**Carrie Fletcher**  
**Centre for Addiction and Mental Health**

... and more



Professional Development

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

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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

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12:30 - 13:30 EST    Break

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# Diversity and Inclusion in the Workplace

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## DAY ONE PROGRAM AGENDA: THURSDAY, FEBRUARY 4, 2021

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

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15:10 - 15:30 EST      Break

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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

February 4 - 5, 2021 • Virtual Conference

## 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.

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11:50 - 12:40 EST      Break

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## DAY TWO PROGRAM AGENDA: FRIDAY, FEBRUARY 5, 2021

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

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14:20 - 14:40 EST      Break

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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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## DAY TWO PROGRAM AGENDA: FRIDAY, FEBRUARY 5, 2021

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](mailto:sponsorship@infonex.com).

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### 1 PRINT YOUR NAME AND CONTACT INFORMATION

Full Name \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

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Email address \_\_\_\_\_

Name of Approving Manager \_\_\_\_\_ Title \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Province \_\_\_\_\_ Postal Code \_\_\_\_\_

Company's main line of business \_\_\_\_\_ Number of Employees \_\_\_\_\_

### 2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	Register by January 15
Course for Groups of 3 +	\$ 2,199 each	\$ 1,799 each
Course for Groups of 2	\$ 2,299 each	\$ 1,899 each
Course for 1 Registrant	\$ 2,399	\$ 1,999

\* Groups must register together at the same time to be eligible for group savings.



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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:

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