

September 28 - 29, 2021 • Virtual Conference

Best Practices for Driving Diversity, Equality and Inclusion in the Workplace



YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Helen Grantis
Public Service
Commission of Canada



Miranda McKie
McKie Consultants



Dahabo Ahmed-Omer
BlackNorth Initiative



Karen Wensley
Karen N Wensley
Consulting



Jill Chesley
City of Edmonton

... and more



Hear from: Sunwing Travel Group, City of Edmonton, Public Service Commission of Canada, Accenture in Canada, RBC, TD, ECO and more!

Foremost experts in the area will provide practical and strategic information on:

- Supporting a diverse, inclusive workforce in challenging times
- Identifying and removing barriers
- Developing awareness of unconscious bias and microaggressions
- Holding “courageous conversations” for deeper understanding and better relationships
- Building a framework for diversity and inclusion
- Embedding inclusion into all stages of the employee lifecycle, from hiring to retiring
- Learn from diversity and inclusion audits and evaluations
- Ensure accessible and inclusive staffing, assessment and accommodation
- Use advanced analytics to support your organization’s inclusion and diversity objectives
- Implement “Employee Resources Groups” (ERGs) to drive positive results
- In-depth sessions on Anti-Black Racism, Indigenous hiring, BLGTQ and more!

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Best Practices for **Driving Diversity, Equality and Inclusion** in the Workplace

September 28 - 29, 2021 • Virtual Conference

DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 28, 2021

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Wendy Cukier, Founder, Diversity Institute, Academic Director, Women Entrepreneurship Knowledge Hub, Research Lead of the Future Skills Centre and Professor of Entrepreneurship and Strategy, Ted Rogers School of Management at Ryerson University

10:15 - 11:00 EDT



Managing a Diverse Workforce in Challenging Times

Deon Blyan, Director, Global Talent Development, Sunwing Travel Group

- What it takes to attract, develop and retain talent from diverse backgrounds
- How to support diverse talent in trying times
- 3 steps you can take immediately to support your diverse workforce

11:00 - 11:45 EDT



Building a Framework for Diversity and Inclusion at City of Edmonton

Jill Chesley, Diversity and Inclusion Lead, Respect in the Workplace, Employee Services, City of Edmonton

- Engaging employees in the development of a D&I Framework
- Successes and lessons learned
- Development of a Shared Goal, Pillars of Inclusion and specific actions
- Mindset, heartset and skill set for inclusion
- Application of GBA+ (Gender Based Analysis Plus) as the process of inclusion

11:45 - 12:30 EDT



Report on Women and Racialized People in Senior Leadership Positions

Wendy Cukier, Founder, Diversity Institute, Academic Director, Women Entrepreneurship Knowledge Hub, Research Lead of the Future Skills Centre and Professor of Entrepreneurship and Strategy, Ted Rogers School of Management at Ryerson University

- The study analyzes data on the representation of women, racialized people, and members of the Black community on boards in eight jurisdictions across Canada: the Greater Toronto Area (GTA), Greater Montreal, Greater Vancouver, the Calgary Census Metropolitan Areas (CMAs), Halifax, Hamilton, London, and Ottawa.
- Analysis of data from five different sectors: municipal and provincial agencies, boards, and commissions (ABCs); corporate sector; voluntary sector; hospital sector; and education sector (consisting of both university and college leaders and elected board members who govern school boards).

12:30 - 13:15 EDT Break

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The Importance of Numerous, Courageous and Uncomfortable Conversations about Diversity and Inclusion

Karen Wensley, Karen N Wensley Consulting

- Why are workplace conversations about diversity and inclusiveness important?
- What are the possible purposes of a conversation? Should you decide on the purpose(s) before you start? Do all the parties need to agree?
- What makes a conversation productive? How can you increase the likelihood that a conversation will be productive?
- What is the difference between an uncomfortable conversation and one that is hurtful?
- How to prepare for a conversation and how to respond to the unplanned conversation.
- What are the minefields? What if the conversation goes badly wrong?
- How can you coach others to have more productive conversations?
- How can you develop the culture of your organization to encourage productive conversations? What tools and resources can help?

14:00 - 14:45 EDT



Removing Barriers for Persons with Disabilities in the Workplace - Accessible and Inclusive Staffing and Assessment

Helen Grantis, Specialist in Accessible and Inclusive Staffing and Assessment, Public Service Commission of Canada

- Inclusive and accessible recruitment and selection practices:
- Accessible job advertisements and job requirements;
- Fair Assessment best practices;
- Removing barriers in hiring and assessment;
- Accommodations during the selection process;
- Universal Design of Assessment

14:45 - 15:00 EDT Break

15:00 - 15:30 EDT

Inclusive Recruitment at Accenture

Rosie Given, Inclusion and Diversity Recruiting Lead, Accenture

- How Accenture has developed processes for connecting with, interviewing, and hiring a diverse set of individuals through understanding and valuing different backgrounds and opinions
- The importance of intersectional recruitment that focuses on more than just gender or race
- What are the challenges?
- Understanding sources of bias
- How do you deal with the barriers?
- Principles of inclusive recruitment
- What works?

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15:30 - 16:00 EDT



Removing Bias From Your Hiring Processes and Procedures

Vivian Li, HR Lead, WinnerMax Capital Inc.

16:00 - 16:45 EDT



Breaking Barriers: Diversity Sourcing Teams and Sourcing Strategies - Focus on LGBTQ+ Community

Sharon Chung, Senior Manager, Diversity and Inclusion, Talent Sourcing, TD

- Diversity sourcing teams and sourcing strategies
- Building the diverse talent pipeline
- Segmented approaches for visible minorities, indigenous Peoples, People with disabilities, newcomers, LGBTQ+, Women
- LGBTQ+ initiatives
- Removing hiring bias
- Building inclusive leadership
- Enabling D & I culture change

16:45 EDT

End of Day One

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

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

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Best Practices for **Driving Diversity, Equality and Inclusion** in the Workplace

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DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 29, 2021

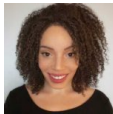
10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

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10:15 - 11:00 EDT



Data for Good: Leveraging Advanced Analytics Capabilities to Drive Sustainable Diversity, Equity, and Inclusion programs

Miranda McKie, Diversity, Equity and Inclusion Analytics Principal, McKie Consultants

- Identifying the root cause to DEI gaps within your organization
- Understanding the DEI Data Lifecycle and how to apply it to your organization
- Creating a robust operating model to support data-driven DEI objectives
- Empowering change agents with data

11:00 - 12:00 EDT



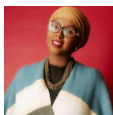
How Employee Resources Groups (ERGs) Drive Positive Results at EY and Canada Post

Brandy Ryan, Director, Equity, Diversity and Inclusion, Canada Post
Chris Crespo, Inclusiveness Director, Talent Team, Ernst & Young LLP

- Where, when and how are ERG's created
- Leading the EY Americas Professional Network Strategy
- Keeping people connected
- As a conduit for providing insights to leadership
- Leveraging leadership support
- Adjusting over the years while focussing on key drivers of connectivity, careers and marketplace that drive retention, progression and brand
- Communicating, setting goals and action items

12:00 - 12:45 EDT Break

12:45 - 13:45 EDT



Building Inclusive Workspaces

Dahabo Ahmed-Omer, Executive Director, BlackNorth Initiative

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13:45 - 14:30 EDT



Using Workplace Assessment to Bring Anti-Black Racism to Light and How to Respond When Identified

Dana J. Campbell-Stevens, Workplace Investigator, Trainer & Mediator, Rubin Thomlinson

- Understanding racism in the workplace
- What the case law tells us about anti-Black racism
- How to use organizational assessments to bring anti-Black racism to light
- Responding to anti-Black racism when identified

14:30 - 14:45 EDT Break

14:45 - 15:45 EDT



Best Practices For Increasing Indigenous Workforce Representation, Inclusion and Retention

Brad Spence, Indigenous and Community Relations Specialist, Professional Services, ECO Canada

- Repairing the harm caused by residential schools and moving forward with reconciliation
- Systemic barriers and discrimination
- Recruitment barriers that exist for Indigenous Peoples and how they affect recruitment strategies
- Insights on current challenges for recruiting Indigenous Peoples
- How to improve your Indigenous recruitment, on-boarding, interviewing, and retention best practices
- An Indigenous perspective and lens on recruiting

15:45 - 16:30 EDT



Update on Pay Equity - An Invaluable Tool on the Road to Diversity and Inclusion

Cynthia MacFarlane, Principal, Career, Mercer Canada

- Why pay equity is a powerful accelerator in working towards diversity and inclusion
- What will be required in preparing for and implementing federally regulated vs. provincially regulated pay equity
- Timelines for the complying with federal legislation
- Where are you and where should you be?

16:30 EDT

End of Day Two

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REGISTER BY PHONE, ON-LINE, OR IN THESE 3 EASY STEPS!

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Address _____

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Company's main line of business _____ Number of Employees _____

2 SELECT YOUR PREFERRED PAYMENT METHOD

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Course for Groups of 3 +	CAD \$ 2,199 each	CAD \$ 1,899 each
Course for Groups of 2	CAD \$ 2,299 each	CAD \$ 1,999 each
Course for 1 Registrant	CAD \$ 2,399	CAD \$ 2,099

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VIRTUAL CONFERENCE:

Best Practices for Driving Diversity, Equality and Inclusion in the Workplace will be held as a virtual on-line event. 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 September 14, 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 **September 14, 2021**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **September 14, 2021** and fail to attend will be liable for the entire registration fee.

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