

September 28 - 29, 2022 • Virtual Conference

3rd Annual



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

YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Nicole Kaniki
University of Toronto



Robert Catalano
WorkTango

Jeff Robert

Independent First Nations



Kimberley Messer
IGM Financial



Jennifer Popkey
TD Bank Group

... and more

Advice and guidance from leading experts on how to:

- Build bridges to Indigenous Communities to boost recruitment and increase a sense of belonging to your organization
- Implement high impact disability and inclusion initiatives to achieve results
- Understand the importance of intersectionality and deep diversity in your own organization
- Employ evidence-based strategies to mitigate the negative impact of exclusion and foster a sense of workplace belonging
- Learn best practices for combating anti-Black racism
- Review findings on how Black Canadian professionals perceive the development, expressions, and evaluation of their social and emotional skills at work
- Use surveys and other feedback mechanisms to measure progress in diversity, equity & inclusion
- Learn how ERG's can act as a conduit providing leadership with important insights
- Harness the power of allies in support of the LGBTQ community
- Use the micropedia of microaggressions to deal with the harmful effects of microaggressions
- Eliminate barriers in the assessment process to develop an inclusive hiring process



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

September 28 - 29, 2022 • Virtual Conference

DAY ONE PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 28, 2022

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Wendy Cukier, Founder & Academic Director, Diversity Institute, Academic Director, Women Entrepreneurship Hub, Research Lead of the Future Skills Centre, Toronto Metropolitan University (Formerly Ryerson University)

10:15 - 11:00 EDT



Creating the Racially Just Workplace / Fighting Anti-Black Racism at City of Toronto

Anthony Morgan, Manager, Social Development, Finance & Administration, City of Toronto

- Where are we now?
- What stands in our way?
- Game plans for progress
- Strengthening equality in your own organization

11:00 - 11:15 EDT Break

11:15 - 12:00 EDT



Addressing Microaggressions

Wendy Cukier, Founder & Academic Director, Diversity Institute, Academic Director, Women Entrepreneurship Hub, Research Lead of the Future Skills Centre, Toronto Metropolitan University (Formerly Ryerson University)

Created by the Black Business and Professional Association, the Canadian Congress on Diversity and Workplace Equity, Pride at Work Canada, and Ryerson University's Diversity Institute, The Micropedia of Microaggressions equips Canadians with an understanding of one of the most common forms of discrimination—microaggressions—and supports training on equity, diversity and inclusion.

- Understand the harmful impact of microaggressions on daily experience of many women, non-binary, Black, racialized, Indigenous, disabled and LGBTQ 2S individuals
- Becoming aware of bias, stereotypes, offensive comments and behaviours
- Mental health and physical impacts of microaggressions
- Steps to unlearn behaviours

12:00 - 13:00 EDT Break

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DAY ONE PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 28, 2022

13:00 - 13:45 EDT



What I Have Learned Leading the “Canadian People with Disabilities Inclusive Recruitment” Portfolio at TD Disability

Jennifer Popkey, Diversity & Inclusion Talent Partner - People with Disabilities, TD Bank Group

- What can be barriers to recruitment in your organization?
- Initiatives to improve your recruitment process
- Establishing internal and external relationships for ongoing recruitment
- Different types of onboarding and ongoing support for new hires
- Looking ahead in the recruitment space

13:45 - 14:30 EDT



Often Overlooked Questions Around Hiring and Promotion Decisions

Sacha de Klerk, Head of Diversity & Inclusion, Canada, Norton Rose Fulbright

- Is there a burning need for change?
- How do you light the fire?
- Is there accountability?
- Is diversity part of senior management decision making?
- “Will he or she fit in?”
- Auditing hiring and promotion processes on basis of gender
- The role of unconscious bias training
- Checks and balances in decision making

14:30 - 15:00 EDT Break

15:00 - 15:45 EDT



Black Canadians’ Perspectives of Social and Emotional Skills in the Workplace

Michelle Gorea, Senior Research Associate, Education and Skills, The Conference Board of Canada



Nicole Kaniki, Director of Diversity, Equity and Inclusion in Research and Innovation, University of Toronto

- Discussion of social and emotional skills and their role in the workplace.
- Review of findings from our recent study that explores how Black Canadian professionals perceive the development, expressions, and evaluation of their social and emotional skills at work.
- Exploration of why workplaces must recognize diverse understandings of social and emotional skills and create spaces where people feel they can safely express their skills regardless of identity.
- Recommendations for leaders to consider as they work towards fostering more inclusive, equitable work environments.

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DAY ONE PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 28, 2022

15:45 - 16:00 EDT

Q & A

16:00 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, Equity and Inclusion in the Workplace*. A limited number of sponsorship options are available.

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

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DAY TWO PROGRAM AGENDA: THURSDAY, SEPTEMBER 29, 2022

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Wendy Cukier, Founder & Academic Director, Diversity Institute, Academic Director, Women Entrepreneurship Hub, Research Lead of the Future Skills Centre, Toronto Metropolitan University (Formerly Ryerson University)

10:15 - 11:00 EDT



Employee Resource Groups: What, Where, When and How?

Thushyanthi (Thushy) Muruges, Equitable Design Lead, People and Experience, Culture Amp

- How are impactful ERGs created?
- How do you connect people and keep the connections alive?
- How can ERGs act as a conduit for providing insights to leadership?
- Leveraging leadership support for ERGs
- How ERG members can leverage ERG work for career development, employer branding and ERGs?
- Communicating, setting goals and action items

11:00 - 11:15 EDT Break

11:15 - 12:00 EDT



Harnessing the Power of Allies in Support of the LGBT Community at IGM Financial

Kimberley Messer, VP, Diversity, Equity & Inclusion, IGM Financial

- Importance of allies to all underrepresented and marginalized communities
- Role of supportive open-minded and compassionate allies who are committed to breaking down barriers
- What does it mean to be an ally?
- Effective ways of harnessing allies to bring about positive culture change in the workplace
- Role of active allies and the ally program at IGM Financial

12:00 - 13:00 EDT Break

13:00 - 13:45 EDT

Recruitment and Retention of Indigenous Employees

Jeff Robert, Human Resources Advisor, Independent First Nations

- 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

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13:45 - 14:30 EDT



The DEI Journey at Innovation, Science and Economic Development Canada

Ray Edwards, Chief Equity and Inclusion Officer, Innovation, Science and Economic Development Canada

- Being clear about the need for change-tone from the top
- Embedding system changes
- Formalising accountability through governance, progress reporting and transparency
- Focusing on equitable practices inside the organisation for staff and equitable access to programs for clients

14:30 - 14:45 EDT Break

14:45 - 15:30 EDT

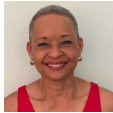


The Power of DEI Surveys & How You Can Use Them to Gather Impactful Insights

Robert Catalano, Chief Engagement Officer, WorkTango

- Knowing what questions you need to ask and what data and metrics you need
- Building alignment across the organization to collect DEI demographics and sentiment
- How to leverage data and insights once it is collected
- Best practices and stories of companies that are leading the way

15:30 - 16:15 EDT



Moving From Diversity to Inclusion

Tina Walter, Diversity, Equity and Inclusion Consultant, Former Director, Diversity, Equity and Inclusion Consultant, Employment and Social Development Canada

- What does it take to move an organization from diversity to inclusion?
- Understanding the culture
- Invisible norms and practices
- Systemic discrimination
- Interpersonal discrimination and microaggressions
- Unconscious bias
- White privilege and fragility
- Intersectionality

16:15 EDT

End of Day Two

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

1 PRINT YOUR NAME AND CONTACT INFORMATION

Full Name _____ Title _____

Organization _____

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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 September 23
Course for Groups of 3 +	CAD \$ 2,299 each	CAD \$ 2,199 each
Course for Groups of 2	CAD \$ 2,399 each	CAD \$ 2,299 each
Course for 1 Registrant	CAD \$ 2,499	CAD \$ 2,399



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

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VIRTUAL CONFERENCE:

Best Practices for Driving Diversity, Equity 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, 2022**. 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, 2022**, 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, 2022** and fail to attend will be liable for the entire registration fee.

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