

September 26 - 27, 2023 • Virtual Conference

4th Annual

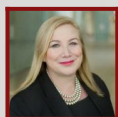
Best Practices for Driving Diversity, Equity and Inclusion

Create a High-performing, DEI Workforce in Turbulent Times



YOUR FACULTY

CONFIRMED PARTICIPANTS INCLUDE:



Wendy Cukier
Diversity Institute



Karen Wensley
Karen N Wensley Consulting



Ogho Ikhalo
Hydro One Networks Inc.



Faelyne Templer
BMO Financial Group



Tabassum Khan
Government of Canada

... and more

Learn from leading experts who will provide practical information, insight and guidance for giant steps forward:

- Increase awareness of unconscious bias to create an environment where diversity thrives
- Capitalize on the effectiveness of Employee Resource Groups
- Leverage technology to develop a sense of belonging for remote employees
- Use Artificial Intelligence (AI) to identify systemic barriers so you can take action
- Find out how an inclusive benefits strategy super-charges effective recruitment
- Create and implement Indigenous inclusive workplace policies
- Hear how new research on intersectional experience can inform policy, programs & advocacy
- Understand the positive impact of Career Advancement Programs to overcome structural inequities, increase engagement & reduce turnover



REGISTER TODAY!

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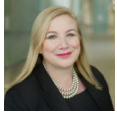
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Best Practices for **Driving Diversity, Equity and Inclusion**

September 26 - 27, 2023 • Virtual Conference

DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 26, 2023

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



Unconscious Bias: The Need for Organizational and Individual Introspection

Tabassum Khan, Advisor of Culture, Diversity, Equity, and Inclusion, Government of Canada

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

11:00 - 11:45 EDT



Capitalize on the Power and Potential of Employee Resource Groups (ERGs) to Drive Positive Results

Ogbo Ikhalo, Director, Diversity, Equity, Inclusion, Hydro One Networks Inc.



Tenesha Craig-James, Equitable Design Lead, Community & Hiring, Culture Amp

- Where, when and how are ERG's created
- Leading effective initiative Keeping people connected
- Leveraging leadership support
- ERGs as a conduit for providing insights to leadership
- Focussing on connectivity, careers and marketplace to drive retention, progression and brand
- Communicating, setting goals and action items

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DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 26, 2023

11:45 - 12:30 EDT



Bring Anti-Black Racism to Light So You Can Take Appropriate Action

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

- Understanding racism in the workplace
 - Is it individual or systemic?
 - Subtle or overt
 - Intentional or unintentional
 - How does the impact manifest
- What the case law tells us about anti-Black racism
 - Difference between racism, racial discrimination
 - What's illegal? What violates human rights legislation?
- How to use organizational assessments to bring anti-Black racism to light
 - What does an assessment include?
 - Tools
- Responding to anti-Black racism when identified
 - Further methods of intervention
 - Need for cultural sensitivity
 - Manage emotional triggers

12:30 - 13:30 EDT Break

13:30 - 14:15 EDT



Moving Forward With Intention: Partnerships, Role Models, People Networks, New Benefits, Reconciliation Action Plan and More at KPMG

Stephanie Braid, Director, ID&E, KPMG Canada

- Trace the journey of this progressive organization
- Understand the initiatives that were most effective
- Ongoing efforts
- Providing role models that represent the communities we serve
- Enabling employees to connect, build awareness, promote allyship and experience belonging
- New inclusive benefits

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DAY ONE PROGRAM AGENDA: TUESDAY, SEPTEMBER 26, 2023

14:15 - 15:00 EDT



Create an Inclusive Benefits Strategy to Meet the Needs of Your Organization's Diverse Workforce

Stephanie Lue-Kim, Principal, Mercer (Canada) Limited

- The four step process
- The need to ask employees what's actually important to them
- Importance of the total reward statements to show an employee the monetary value of benefits
- Insights into market practices across the following areas:
 - Ethnicity/race/third-party nationals/refugees
 - General inclusive benefits strategy
 - Inclusive family planning
 - LGBTQIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual) benefits
 - People with disabilities
 - Pregnancy-related care
 - Preventative care
 - Mental health
 - Multi-generational workforce

15:00 - 15:15 EDT Break

15:15 - 16:00 EDT



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?

16:00 EDT

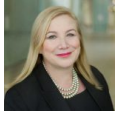
End of Day One

Best Practices for **Driving Diversity, Equity and Inclusion**

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DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 27, 2023

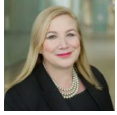
10:00 - 10:15 EDT



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



Supplier Diversity

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)

11:00 - 11:45 EDT



Developing an Effective Indigenous Inclusive Workplace Strategy

Trina Maher, President, Bridging Concepts

- Identifying your company 'why' for implementing an Indigenous inclusive workplace plan
- Key management competencies needed to support Indigenous talent development
- Tips to create and sustain an Indigenous employee network
- Indigenous community engagement promising practices

11:45 - 12:30 EDT



The Intersectional Experience of Black Muslims in the Workplace: New Research to Inform Policy, Programs & Future Advocacy

Mohamed Elmi, Executive Director, Diversity Institute

Key features and experiences of the Black Muslim population, including demographics, housing and home life, immigration, education, employment, income and activities

- Comparing the experiences of the Black Muslim population to other groups in Canada
- Applying an intersectional lens to the realities of Black Muslim women and individuals of different ages.

12:30 - 13:30 EDT Break

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DAY TWO PROGRAM AGENDA: WEDNESDAY, SEPTEMBER 27, 2023

13:30 - 14:15 EDT



Best Initiatives for Overcoming Challenges Facing Under - Represented Groups: Learn From Leading Authorities!

Jennifer Laidlaw, Country Head, 30% Club Canada



Nadine Spencer, CEO, Black Business and Professional Association, CEO, BrandEQ Group



Mackenzie Kolton, Director of Learning, Egale

- Why increasing gender and broader diversity at the board and senior leader level is critical
- Best and most effective initiatives for enabling the needed change
- Why a seat at the table is important
- Importance of developing succession plans and supporting under-represented groups to get into leadership roles
- Role of mentorship and support

14:15 - 15:00 EDT



How to Foster Inclusion in a Remote Workplace

Nadir Ebrahim, Co-founder & Chief Product Officer, WorkTango Inc.

As employers continue to have employees work from home, how can organizations measure for diversity and inclusion remotely?

Why is it critical to actively listen and measure employee sentiment around equity and inclusion rather than just focus on diversity demographic metrics to better understand the Employee Voice?

What are some questions employers can ask when measuring for diversity, equity & inclusion?

15:00 - 15:15 EDT Break

15:15 - 16:00 EDT



BMO's Career Advancement Program to Overcome Structural Inequities, for Increased Engagement, Career Progress and Reduced Turnover

Faelyne Templer, Senior Manager, Diversity, Equity & Inclusion (DEI) & Governance, BMO Financial Group

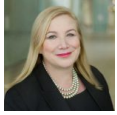
- What good is ramping up hiring for underrepresented groups only to bucket them into entry-level positions with no opportunity to advance?
- Barriers to career progression
- Factors that are a part of marginalized employees' day-to-day experience
- What is "equitable" rather than equal employee development
- Is your organization providing all employees with access to growth opportunities?

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16:00 - 16:45 EDT



Understanding and Managing the Backlash

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)

As diversity proponents endeavour to create change within their organizations, we must face the reality that not all employees or managers are supportive of workplace diversity initiatives. This session will look at ways to constructively respond to different perspectives on DEI:

- What are the other perspectives on diversity that we should be aware of?
- Understanding other points of view
- Myth vs fact
- How to avoid frustration and burnout when diversity initiatives are not moving as quickly as you would like them to
- Respectfully responding to naysayers

16:45 EDT

End of Day Two

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

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Full Name _____ Title _____

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Name of Approving Manager _____ Title _____

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2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	Register by September 22
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 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 12, 2023**. 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 12, 2023**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **September 12, 2023** and fail to attend will be liable for the entire registration fee.

DISCOUNT CODE: 1445-W

