



# CCDI Webinar Calendar 2017

Each month CCDI presents a new diversity and inclusion topic that's top-of-mind for Canadian employers. Click on any of the dates below to register. See pages [three \(3\)](#) and [four \(4\)](#) for topic descriptions.

Month	Topic	Date / Time (EST)	Audience	Language
April	Diversity and sustainability	<a href="#">Tuesday, April 4, 2017 @ 12:00 pm</a>	HR	EN
		<a href="#">Wednesday, April 12, 2017 @ 3:00 pm</a>		FR
May	Measurements and analytics	<a href="#">Tuesday, May 9, 2017 @ 12:00 pm</a>	HR	EN
		<a href="#">Thursday, May 25, 2017 @ 3:00 pm</a>		FR
June	Indigenous inclusion	<a href="#">Tuesday, June 20, 2017 @ 12:00 pm</a>	General	EN
		<a href="#">Thursday, June 22, 2017 @ 3:00 pm</a>		FR
	LGBT+ Inclusion and self-identification	<a href="#">Tuesday, June 27, 2017 @ 12:00 pm</a>	General	EN
		<a href="#">Thursday, June 29, 2017 @ 3:00 pm</a>		FR
July	Generational inclusion	<a href="#">Tuesday, July 18, 2017 @ 12:00 pm</a>	General	EN
August	How to handle harrasment and discrimination in the workplace	<a href="#">Tuesday, August 15, 2017 @ 12:00 pm</a>	HR	EN
		<a href="#">Thursday, August 24, 2017 @ 3:00 pm</a>		FR
September	Diversity in a flexible work environment	<a href="#">Tuesday, September 12, 2017 @ 12:00 pm</a>	HR	EN
		<a href="#">Thursday, September 14, 2017 @ 3:00 pm</a>		FR
		<a href="#">Tuesday, September 19, 2017 @ 12:00 pm</a>	General	EN
		<a href="#">Thursday, September 21, 2017 @ 3:00 pm</a>		FR



# CCDI Webinar Calendar 2017

Each month CCDI presents a new diversity and inclusion topic that's top-of-mind for Canadian employers. Click on any of the dates below to register. See pages [three \(3\)](#) and [four \(4\)](#) for topic descriptions.

Month	Topic	Date / Time (EST)	Audience	Language
October	Persons with Disabilities (PwD) inclusion and self-identification	<a href="#">Monday, October 2, 2017 @ 12:00 pm</a>	HR	EN
		<a href="#">Wednesday, October 4, 2017 @ 3:00 pm</a>		FR
		<a href="#">Monday, October 16, 2017 @ 12:00 pm</a>	General	EN
		<a href="#">Wednesday, October 18, 2017 @ 3:00 pm</a>		FR
November	Episodic disabilities	<a href="#">Monday, November 13, 2017 @ 12:00 pm</a>	HR	EN
		<a href="#">Wednesday, November 15, 2017 @ 3:00 pm</a>		FR
		<a href="#">Monday, November 27, 2017 @ 12:00 pm</a>	General	EN
		<a href="#">Wednesday, November 29, 2017 @ 3:00 pm</a>		FR
December	How to address fear and resistance to D&I initiatives	<a href="#">Tuesday, December 5, 2017 @ 12:00 pm</a>	HR	EN
		<a href="#">Thursday, December 7, 2017 @ 3:00 pm</a>		FR

# Topic Descriptions

## **Diversity & Sustainability (April 2017)**

Many organizations have a strong focus on Sustainability or Corporate Social Responsibility. It's important to take into account that Diversity, Inclusion, Equity and Human Rights are important components of any Sustainability/CSR policy or strategy. This webinar will discuss how diversity and inclusion, equity and human rights relate to holistic and strategic CSR and sustainability management.

### **Topics to be covered:**

- Overview of how diversity, equity & human rights are covered in the major sustainability/CSR reporting frameworks.
- The connection of diversity and inclusion to CSR/sustainability and the risks of keeping these functions disconnected and siloed.
- Organizational and sectoral approaches to creating inclusion within organizations. This will cover different ideological approaches, strategies, tools and measurement techniques.
- Examples of organizations that have connected diversity and inclusion with CSR.

## **Measurements & Analytics (May 2017)**

Confused about the definition and impact of workforce analytics in your organization? Join us for some direction on who to apply a measurement and analytics focus to identify internal metrics and / or create metrics to measure the progress towards your D&I goals.

## **Indigenous inclusion (June 2017)**

We will help debunk some myths and give you access to data and information to help you build solid relationships with your local Indigenous community. This session will also provide you with the opportunity for peer learning, to share best practices or emerging ideas. You will also learn practical approaches to evaluate and augment your current strategy or to begin the development of your strategy

## **LGBT+ inclusion and self-identification (June 2017)**

LGBT+ pride festivals play a pivotal role in Canada's Lesbian, Gay, Bisexual and Trans Communities. But LGBT+ people are LGBT+ 365 days a year. It's imperative for employers to ensure that they're creating inclusive workplaces for their LGBT+ people all year round. Michael Bach, CCDI's Founder and CEO, and founder of Pride at Work Canada, will provide insights and promising practices of how employers can go beyond pride, celebrate LGBT+ people through the year, and create and maintain inclusive workplaces for LGBT+ people and their Allies throughout the year.

## **Generational inclusion (July 2017)**

Four Generations – Four Approaches to Work™: Maximizing Collaboration

There are four generations in the workplace – Traditionalists, Baby Boomers, Gen Xers and Millennials. Each generation possesses unique identities that translate into different behaviors. To be a team that works well together, we have to understand each other's similarities and differences. Only by understanding the 'other', can we then discover ways to engage with each other. However, we have to recognize that the tactics that may engage one generation will not necessarily engage the other. Since engagement is critical for team performance and bottom-line results, the accountability to engage lies within the team.

This highly interactive presentation focuses on raising participants' generational awareness and exploring techniques to increase collaboration across a diverse workforce. First, we explore the identities of the four generations, and how these identities translate into behaviors in the workplace. We also discuss how the workplace reality has changed to one in which each team member views themselves as an investor in the business. Participants discuss techniques to improve collaboration and leave with tips that can be applied right away.

### **How to handle harrassment and discrimination in the workplace (August 2017)**

As individual stories spread outside of organizations' walls to traditional and social media, workplace harassment is garnering a lot of attention. This introductory webinar will highlight the importance of identifying behavioural trends to develop productive workplaces with positive employees themselves as an investor in the business. Participants discuss techniques to improve collaboration and leave with tips that can be applied right away.

### **Diversity in a flexible work environment (September 2017)**

*For an HR audience:* Join us to discuss the intersection of diversity in a flexible work environment and learn about how to be pro-active for a more inclusive environment that is flexible, in the right way, for the right reasons.

*For a general audience:* Struggling to understand how to manage or respond to request for flexible work? Join us for some 101 tips on recognizing diverse needs when it comes to flexible work.

### **Persons with Disabilities (PwD) inclusion and self-identification (October 2017)**

*For an HR audience:* Think the representation of PwDs in your workforce is higher than the numbers you have? Join us to discuss the barriers to effective self-identification and some promising practices to increase the response rate.

*For a general audience:* The case for self-identification of persons with disabilities. Join us to discuss why it is important to self identify if you have a disability and / or how you can be an ally to increase self identification at your organization.

### **Episodic disabilities (November 2017)**

*For an HR audience:* Ever wonder why some disabilities are harder to accommodate than others? Join us to discuss episodic disabilities: what are they, how do they manifest in the workplace and what are some strategies to be more inclusive of employees with Episodic disabilities.

*For a general audience:* Confused about how to deal with unusual performance by an employee or an employee who tells you they need accommodation for a disability that is unpredictable? Join us for this scenario-based presentation with some tips.

### **How to address fear and resistance to D&I initiatives (December 2017)**

A concern expressed by diversity and inclusion practitioners is the difficulty of dealing with fear and resistance to D&I initiatives. Creating an inclusive workplace that values diversity often requires significant change in an organization. In most cases, structural, cultural, and attitudinal change are required.

#### **In this webinar we will:**

- discuss how to use a change management approach to implementing diversity and inclusion initiatives in your organization;
- learn to identify and mitigate roadblocks and individuals who are resistant and undermining your efforts; and
- learn to identify champions and equip them to work together to help move your organization forward toward your diversity and inclusion goals