CCDI's webinars provide invaluable insight into the latest thinking about diversity and inclusion in Canada. Content is appropriate for a wide variety of professionals – from human resource practitioners and ERG members/leaders, to those in the legal and policing worlds (new for 2018). Click on any of the dates below to register. See pages three (3) to nine (9) for descriptions.

Month	Topic	Date & Time	Audience	Language
January	How to be a disability advocate	January 17, 2018 at 1 p.m. ET	General	EN
		January 18, 2018 at 1 p.m. ET		FR
	Engaging your members	January 22, 2018 at 1 p.m. ET	ERG	EN
		January 23, 2018 at 1 p.m. ET		FR
	Diversity in talent attraction	January 24, 2018 at 1 p.m. ET	HR / D&I	EN
		January 25, 2018 at 1 p.m. ET		FR
February	Working toward intercultural competence	February 7, 2018 at 1 p.m. ET	General	EN
		February 8, 2018 at 1 p.m. ET		FR
	What to do to be interculturally competent	February 13, 2018 at 1 p.m. ET	Legal	EN
		February 14, 2018 at 1 p.m. ET		FR
		February 13, 2018 at 2:30 p.m. ET	Policing	EN
		February 14, 2018 at 2:30 p.m. ET		FR
	Intercultural competence: the employer's role	February 21, 2018 at 1 p.m. ET	HR / D&I	EN
		February 22, 2018 at 1 p.m. ET		FR
March	Promising practices on women's advancement	March 7, 2018 at 1 p.m. ET	General	EN
		March 8, 2018 at 1 p.m. ET		FR
	Diversity & inclusion councils and committees	March 14, 2018 at 1 p.m. ET	HR / D&I	EN
		March 15, 2018 at 1 p.m. ET		FR
	Mastering inclusive communications	March 21, 2018 at 1 p.m. ET	D&I 3.0	EN
		March 22, 2018 at 1 p.m. ET		FR
	Influencing without authority	March 28, 2018 at 1 p.m. ET	ERG	EN
		March 29, 2018 at 1 p.m. ET		FR
April	Understanding episodic disability	April 4, 2018 at 1 p.m. ET	General	EN
		April 6, 2018 at 1 p.m. ET		FR
	Making your workplace episodic disability friendly	April 18, 2018 at 1 p.m. ET	HR / D&I	EN
		April 19, 2018 at 1 p.m. ET		FR
	Indigenous inclusion in the legal world	April 24, 2018 at 1 p.m. ET	Legal	EN
		April 25, 2018 at 1 p.m. ET		FR
	Indigenous inclusion in policing	April 24, 2018 at 2:30 p.m. ET	Policing	EN
		April 25, 2018 at 2:30 p.m. ET		FR
May	Understanding your role in reconciliation	May 8, 2018 at 1 p.m. ET	General	EN
		May 9, 2018 at 1 p.m. ET		FR
	Understanding your own intercultural competence	May 23, 2018 at 1 p.m. ET	D&I 3.0	EN
June	Creating LGBT+ inclusive workplaces	June 6, 2018 at 1 p.m. ET	General	EN
	We measure what matters: How to effectively measure your diversity & inclusion efforts	June 12, 2018 at 1 p.m. ET	HR / D&I	EN
		June 13, 2018 at 1 p.m. ET		FR
	Understanding your own intercultural competence	June 14, 2018 at 1 p.m. ET	D&I 3.0	FR
	How to defrost the frozen middle	June 19, 2018 at 1 p.m. ET	HR / D&I	EN
		June 20, 2018 at 1 p.m. ET		FR
	Creating LGBT+ inclusive workplaces	June 21, 2018 at 1 p.m. ET	General	FR
	Activating allies	June 27, 2018 at 1 p.m. ET	ERG	EN
		June 28, 2018 at 1 p.m. ET		FR

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Month	Topic	Date & Time	Audience	Language
July	Five generations | One big challenge	July 11, 2018 at 1 p.m. ET	General	EN
		July 12, 2018 at 1 p.m. ET		FR
	Creating champions for change	July 18, 2018 at 1 p.m. ET	HR / D&I	EN
		July 19, 2018 at 1 p.m. ET		FR
	Measuring diversity and inclusion efforts	July 25, 2018 at 1 p.m. ET	D&I 3.0	EN
		July 26, 2018 at 1 p.m. ET		FR
August	Sponsorship toward success	August 8, 2018 at 1 p.m. ET	General	EN
		August 9, 2018 at 1 p.m. ET		FR
	Diversity & inclusion communications	August 15, 2018 at 1 p.m. ET	HR / D&I	EN
		August 16, 2018 at 1 p.m. ET		FR
	Creating inclusive workplaces for LGBT+ people	August 22, 2018 at 1 p.m. ET	Legal	EN
		August 23, 2018 at 1 p.m. ET		FR
		August 22, 2018 at 2:30 p.m. ET	Policing	EN
		August 23, 2018 at 2:30 p.m. ET		FR
September	Armchair vs active: being an active ally	September 13, 2018 at 1 p.m. ET	General	EN
		September 14, 2018 at 1 p.m. ET		FR
	The road to wellness: The intersections of wellness and diversity	September 20, 2018 at 1 p.m. ET	HR / D&I	EN
		September 27, 2018 at 1 p.m. ET		FR
October	Your role in creating mentally healthy workplaces	October 10, 2018 at 1 p.m. ET	General	EN
		October 11, 2018 at 1 p.m. ET		FR
	Creating mentally healthy workplaces	October 17, 2018 at 1 p.m. ET	HR / D&I	FR
		October 18, 2018 at 1 p.m. ET		EN
	Examining diversity and wellness	October 24, 2018 at 1 p.m. ET	D&I 3.0	EN
		October 25, 2018 at 1 p.m. ET		FR
	Engaging champions and executive sponsors	October 30, 2018 at 1 p.m. ET	ERG	EN
		October 31, 2018 at 1 p.m. ET		FR
November	Gender fabulous: What you need to know about gender identity and gender expression	November 14, 2018 at 1 p.m. ET	General	EN
		November 15, 2018 at 1 p.m. ET		FR
	Creating mentally healthy legal workplaces	November 19, 2018 at 1 p.m. ET	Legal	EN
		November 20, 2018 at 1 p.m. ET		FR
	The value of measuring diversity and inclusion in policing	November 19, 2018 at 2:30 p.m. ET	Policing	EN
		November 20, 2018 at 2:30 p.m. ET		FR
	Gender fabulousness: The employer's responsibility	November 28, 2018 at 1 p.m. ET	HR / D&I	EN
		November 29, 2018 at 1 p.m. ET		FR
December	Understanding unconscious bias	December 5, 2018 at 1 p.m. ET	General	EN
		December 6, 2018 at 1 p.m. ET		FR
	Inclusive marketing	December 12, 2018 at 1 p.m. ET	HR / D&I	EN
		December 13, 2018 at 1 p.m. ET		FR

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Audience descriptions

General (Level 1.0 – 2.0) – These webinars are targeted toward a general audience who have little to no information on the topic. These webinars will answer the question "what is?" and provide participants with information on creating an inclusive workplace. They are presented live in both English and French (where possible), and will be available for playback by employees of CCDI's Employer Partners through our Knowledge Repository.

HR and Diversity & inclusion practitioners (Level: 2.0) – These webinars are targeted toward HR and diversity and inclusion practitioners who have some information on the topic. They will answer the question "how to?" and provide participants with promising practices of how they can tackle some of the most pressing issues related to diversity and inclusion in the workplace. They will be presented live in both English and French (where possible), and will be available for playback by employees of CCDI's Employer Partners through our Knowledge Repository.

Advanced diversity & inclusion practitioners (Level 3.0) – These webinars are targeted toward advanced diversity and inclusion practitioners who have a strong base of information on the topic. They will answer the question "what's next?" as it relates to the future of diversity and inclusion, and provide a jumping off point for further discussion. These webinars will be far more interactive than others. They will be presented live in both English and French (where possible), and will be available for playback by employees of CCDI's Employer Partners through our Knowledge Repository.

Industry-specific content (Industries: Law and Policing) (Level: 1.0 – 2.0) – These webinars are targeted toward individuals within two specific industries: law (lawyers, paralegals, etc.) and policing (sworn members and civilians). While the subject matter may be the same (i.e. gender), how it plays out in a specific industry may be significantly different.

This series is targeted toward anyone who works in either industry. The level of knowledge will be more generalized (level 1.0 to 2.0) however will have specific examples from the specific industry.

These webinars will also follow a different format than our other series. The content is pre-recorded and available through CCDI's Knowledge Repository. A live discussion and Q&A will take place at a specific date and time. Anyone wishing to receive credit toward continuing education requirements (such as licensees of a Law Society) must participate in the live discussion to receive credit.

ERG leaders and members (Level: 1.0 – 3.0) – These webinars are targeted toward the leadership and members of Employee Resource Groups (aka Business Resource Groups, Affinity Networks, etc.). Information will range from introductory (1.0) to advanced (3.0). The content is designed to be applicable to any ERG or network. They will be presented live in both English and French (where possible), and will be available for playback by employees of CCDI's Employer Partners through our Knowledge Repository.

Topic descriptions by audience

General (Level 1.0 – 2.0)

How to be a disability advocate (January) – One in five Canadians lives with a disability (based on the Canadian Government's definition of disability). This is largely due to an aging workforce, and a much deeper understanding of just what a disability is. Yes, unemployment and underemployment rates for people with disabilities – particularly people with visible disabilities – is significantly higher than the able-bodied population.

Join us as we explore the topic of disability in the workplace, and examine what individuals need to understand about disability, and how they can be advocates for change around disability inclusion.

Working toward intercultural competence (February) – Are you interculturally competent? What does that even mean? Intercultural competence (also called cultural competence) is the ability to communicate effectively and appropriately with people of other cultures. With Canada's ethno-racial makeup changing daily, being interculturally competent has never been more important.

This webinar will introduce intercultural competence, including an understanding of the concept, and tips and tricks that individuals can action themselves to move toward being more interculturally competent.

Promising practices on women's advancement (March) – Today, women account for over 60% of undergraduate degrees in Canada. In fact, they have accounted for more than 50% of undergraduate degrees since 1980! We have extensive research on the benefits of having women in leadership positions, yet the pace of change has been glacial. Most employers know they need to tackle this issue head on, or nothing will ever change. Yet there is significant resistance to creating programs that target women.

This webinar will examine the facts, and look at what barriers exist to achieving more equitable levels of gender-parity in the workplace. More importantly, it will provide promising practices on what individuals can do to play a role in women's advancement in their organizations.

Understanding episodic disability (April) – What is an episodic disability? Is it different from a regular disability? According to the Episodic Disabilities Employment Network, "episodic disabilities are long-term conditions that are characterized by periods of good health interrupted by periods of illness or disability." So, if it's 'episodic', how does that play out in the workplace?

Join us for this scenario-based presentation with some tips and tricks about what an episodic disability really looks like, and what people can do to help their colleagues living with an episodic disability, in thriving in the workplace.

Understanding your role in reconciliation (May) – Never in Canada's history have we ever talked so much about the importance of inclusion of our indigenous peoples. The Truth and Reconciliation Commission made 94 recommendations toward full inclusion, but the most important piece is for all Canadians to understand their role in reconciliation.

This webinar will help debunk some myths about indigenous peoples, and provide data and information to help you build solid relationships with your local Indigenous community.

Creating LGBT+ inclusive workplaces (June) – Being LGBT+ is no big deal any more, right? Wrong. The research shows that LGBT+ people still perceive or witness levels of bias and discrimination related to sexual orientation and gender identity and expression. The onus is on employers to ensure their workplaces are inclusive for all peoples. But how do they do that? What is the individual's role in creating a safe space for their LGBT+ colleagues?

This webinar 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. It will also speak to what individuals can do to play a role in LGBT+ inclusion.

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Five generations | One big challenge (July) – There are now five generations in the workplace – Traditionalists, Baby Boomers, Gen Xers, Millennials, and the newest addition: Gen Z. Each generation possesses unique identities that translate into different behaviors. To be a team that works well together, we need to understand each other's similarities and differences. By understanding the 'other,' we can discover ways to engage with each other. However, we must 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 webinar focuses on raising participants' generational understanding and exploring techniques to increase collaboration across a generationally diverse workforce.

Sponsorship toward success (August) – Most successful people have had a sponsor, whether they knew it or not. The difference between a sponsor and a mentor is that a mentor is someone who talks to you, and a sponsor is someone who talks about you. So, what makes a good sponsor? And what should an individual do to get a sponsor, and what does that protégé need to do to ensure they have a successful relationship with their sponsor?

This webinar will examine the topic of sponsorship broadly, and will provide promising practices for what makes a successful relationship between sponsor and protégé.

Armchair vs active: being an active ally (September) – An ally is someone who works with equity-seeking groups to dismantle barriers faced by the group. Allies use their position of power and privilege to influence decision-makers and work towards creating more equitable environments for all. Examples of an ally include men who work to promote women's advancement, white people who challenge racism, heterosexual cisgender people who create more LGBTQ-inclusive environments, and so on. There are lots of allies. But what does it mean to be an "active" ally vs an "armchair" ally?

This webinar will examine the role of allies in the inclusion conversation, and what each person can do to actively ally with equity-seeking groups in their workplace.

Your role in creating mentally healthy workplaces (October) – Talking about mental health is hot button topic. Initiatives like Bell Let's Talk have succeeded in bringing the topic out of the shadows and into the mainstream conversation. According to CAMH, "in any given year, one in five Canadians experiences a mental health or addiction problem" and "by the time Canadians reach 40 years of age, one in two have – or have had – a mental illness." Yet, only "50% of Canadians would tell friends or co-workers that they have a family member with a mental illness, compared to 72% who would discuss a diagnosis of cancer and 68% who would talk about a family member having diabetes."

Clearly, there is still significant stigma around mental health and mental illness. This webinar will put a face to mental illness, with two presenters who live with mental illness every day. They will share their stories and discuss how they have overcome the stigma of their illness, in order to thrive and succeed.

Gender fabulous: What you need to know about gender identity and gender expression (November) – The conversation around gender identity and gender expression has never been so prevalent in Canada. The passing of Bill C-16 in 2017 added these grounds to the Charter of Rights and Freedoms. So, how does that affect people on a day to day basis? And what can people do to ensure they're playing a positive role in creating inclusive workplaces for their gender non-conforming colleagues?

This webinar will examine the topic, including deciphering the many identities (such as gender fluid and non-binary). Further, it will provide tips and tricks on the role individuals play in creating inclusive workplaces for people who identify as trans and gender fabulous!

Understanding unconscious bias (December) – The term "unconscious bias" has become one of those phrases that people use liberally, but what does it really mean? The reality is that we all have bias – forces that shape our opinions and beliefs, which then in turn inform our behaviour, particularly as it relates to valuing diversity. So, what can you do about it?

This webinar will examine how our perceptions of others are formulated, the entrenchment of bias that may be unconscious and its impact, and finally, how to enhance awareness and reduce the potential for disrespect that bias can engender.

HR and Diversity & inclusion practitioners (Level: 2.0)

Diversity in talent attraction (January) – One of the key pillars of a diversity & inclusion strategy is how do you attract a diverse pool of talent. Some employers even have targets with specific groups, yet they can't seem to "find the diversity" in the talent pool.

This webinar will examine talent attraction through a diverse lens. We will share some of the pitfalls that we have seen as it relates to diversity & inclusion within the talent attraction process, and speak to promising practices used by employers to ensure they are attracting the best possible talent, reflective of the communities that they serve.

Intercultural competence: The employer's role (February) – There is no denying that the cultural makeup of Canada is changing faster than ever before. It's imperative that employers have a solid understanding of intercultural competence in order to ensure they are creating workplaces where people from different cultures (specifically those who have been raised outside of the "Canadian culture") can strive and thrive.

This webinar will examine the subject of intercultural competence from the employers' perspective. We will share tips and tricks to help address what employers need to do to create culturally inclusive workplaces.

Diversity & inclusion councils and committees (March) – Most employers have a diversity and inclusion council or committee. They have become a fundamental component of a successful diversity & inclusion strategy. But how often do we hear "my council isn't engaged" or "they don't do anything."

In this webinar, we'll look at how you take your diversity & inclusion council or committee from 1.0 (having them) to 2.0 (engaging them). We will share promising practices from other employers on how they have successfully engaged their councils or committees, and provide a road map for success on how to get your council or committee to the next level.

Making your workplace episodic disability friendly (April) – Episodic disabilities are conditions with periods of good health interrupted by periods of illness or disability. With more and more people living with episodic disabilities – things like cancer, lupus, multiple sclerosis, diabetes, and HIV/AIDS – having to deal with episodic disabilities in the workplace is a simple inevitability. But how can an employer prepare for them?

Join us for this scenario-based presentation with some tips and tricks about what an episodic disability really is, and what employers can do to ensure their workplaces are inclusive of people living with episodic disability.

We measure what matters: How to effectively measure your diversity & inclusion efforts (May) – If you're not measuring your diversity and inclusion efforts, how do you know if you've been successful? Diversity 2.0 is very much about measurement, and specifically, quantifying the infamous return on investment of your diversity and inclusion work.

In this webinar, we will take a deeper dive on measurement and speak about promising practice in the area that can help you articulate the ROI of your diversity and inclusion efforts.

How to defrost the frozen middle (June) – Traditionally, successful diversity and inclusion strategies have support from the top of the house, and see a great deal of energy and push from the grass roots. Where many organizations run into trouble is with the "frozen middle" – mid-level managers who, if they aren't bought in to the diversity conversation, can be significant barriers to success.

In this webinar, we will examine what motivates the "frozen middle" and provide tips and tricks with how to get them engaged, and part of the diversity and inclusion journey.

Creating champions for change (July) – What is a diversity and inclusion champion? A champion is someone who has voluntarily stepped forward to be an advocate for some aspect of diversity & inclusion. They may be a champion of a particular group, or of diversity more broadly. But what makes a successful champion?

This webinar will examine the concept of champions and focus on promising practices for employers on how to best engage champions on the road to true inclusion.

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Diversity & inclusion communications (August) – Communication is one of the most important components of a successful diversity and inclusion strategy. But what do diverse and inclusive communications actually look like? There are many examples of organizations that are genuinely trying to be inclusive, but miss the mark with their communications strategies.

Join us to examine the link between diversity and communications where we will examine what inclusive communications look like, and how employers can ensure they aren't inadvertently communicating in an exclusionary manner.

The road to wellness: The intersections of wellness and diversity (September) – What is an unwell workplace? How does an unwell workplace impact an individual based on their diverse identities? What can employers do to address these important issues?

Following on our successful 2017 D&I: The UnConference theme, this webinar will follow up with our findings from the UnConference series and talk about the intersections of wellness and diversity including promising practices for employers on how to directly deal with their unwell workplace.

Creating mentally healthy workplaces (October) – The issue of mental health, and creating mentally healthy workplaces has never been more important. Employers have a responsibility, and a business imperative, to ensure that they have the policies and procedures in place to ensure they are providing a safe place to deal with issues of mental health.

With this webinar, we will examine promising practices of how employers have been on the leading edge of mental health.

Gender fabulousness: The employer's responsibility (November) – Many Canadians are starting to have a better understanding of gender identity and expression. Trans and gender non-conforming people are not protected under some laws (the Charter of Rights and Freedoms for example) but what does it mean to have a gender inclusive workplace?

For this webinar, we will look at the discussion from the employer's perspective and discuss promising practices for creating inclusive workplaces for people from all genders.

Inclusive marketing (December) – How do you market to a diverse audience? It seems like a simple question but surprisingly there are more examples of bad marketing than there are good.

This webinar will tackle the subject of diversity and inclusion in marketing. We will examine real life examples of the good, the bad, and the ugly when it comes to marketing to diverse clientele. We will also include tips and tricks of how to create inclusive marketing plans, to help ensure you avoid the bad and ugly altogether.

Advanced diversity & inclusion practitioners (Level 3.0)

Mastering inclusive communications (March) – One of the biggest areas of opportunity for success is ensuring you are providing inclusive communications. So why are so many employers making a mess of this? This web-dialogue will examine the pitfalls and traps seen in diversity and inclusion in communications, and present some compelling arguments on what employers can do to ensure they are on the road to victory.

Understanding your own intercultural competence (May) – The intersections of culture are often where we see the most friction. Yet, knowing yourself is the most critical part of the conversation. This web-dialogue will deeply examine the topic of intercultural competence, including a discussion about tools like the Intercultural Development Inventory™ (IDI), and the value they can bring to the conversation.

While not a requirement, we strongly encourage participants in this web-dialogue to complete their own Intercultural Development Inventory in advance of the web-dialogue. The IDI is a relatively simple process requiring participants to complete a survey, followed by a one-on-one discussion with an IDI certified facilitator who will explain where you are on your journey toward intercultural competence. CCDI is providing a significant discount for this service ($50 versus $250 normally) for anyone who registers for this web-dialogue that is interested. More information will be provided upon registration.

Measuring diversity and inclusion efforts (July) – Arguably one of the most important pieces of a diversity and inclusion strategy is measurement. This web-dialogue will provide a deep dive examination of measurement of diversity inclusions – from demographics to inclusion, and beyond. We will examine some of the leading edge solutions available today that are helping employers to fully articulate their potential diversity debt and diversity dividend.

Examining diversity and wellness (October) – Following on our successful 2017 D&I: The UnConference theme, this web-dialogue will dig deep on our findings from the UnConference series and talk about the intersections of wellness and diversity, provide tips on how to measure how well their workplace is, and include practices on the leading edge on how to directly deal with their unwell workplace.

Industry-specific content (Industries: Law and Policing) (Level: 1.0 – 2.0)

What to do to be interculturally competent (February) – Are you interculturally competent? What does that even mean? Intercultural competence (also called cultural competence) is the ability to communicate effectively and appropriately with people of other cultures. With Canada's ethno-racial makeup changing daily, being interculturally competent has never been more important. So how does intercultural competence change in the legal/policing sector?

This webinar will introduce you to the concept of intercultural competence, including an understanding of the concept, issues unique to law/policing, and tips and tricks that individuals can action themselves to move toward being more interculturally competent.

Indigenous inclusion in the legal world (April) – Justice is a key area highlighted in the Truth and Reconciliation Commission's Calls to Action. While diversity and inclusion has started to garner more attention in the Legal sector in recent months, the topic of Indigenous inclusion in law has yet to gain significant traction. Within this discussion is not only the question of how to increase representation in the workforce but also how to foster a stronger understanding of Indigenous cultures and worldview within legal environments. This introductory webinar will briefly discuss Indigenous worldview, debunk some myths about Indigenous peoples in Canada, and provide some data on promising practices legal firms are exhibiting in working toward Indigenous inclusion.

Indigenous inclusion in policing (April) – Police services across the country have an important role to play in realizing the Truth and Reconciliation Commission's Calls to Action. Especially in light of discussions around racial profiling, the ongoing inquiry into the deaths and disappearances of Indigenous women, and the need for increased representation in the policing sector, Indigenous inclusion is a top of mind concern for many police services. This introductory webinar will briefly discuss Indigenous worldview, debunk some myths about indigenous peoples, and provide some data on promising practices police services are exhibiting in working toward Indigenous inclusion.

Creating inclusive workplaces for LGBT+ people (August) – Being LGBT+ is no big deal any more, right? Wrong. The research shows that LGBT+ people still perceive or witness levels of bias and discrimination related to sexual orientation and gender identity and expression. The onus is on employers to ensure their workplaces are inclusive for all peoples. But how do they do that? What is the individual's role in creating a safe space for their LGBT+ colleagues?

This webinar 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. It will also speak to what individuals can do to play a role in LGBT+ inclusion.

Creating mentally healthy legal workplaces (November) – You'd be hard pressed to find a person who didn't realize the issue of mental health in the workplace was a pressing matter. The data shows us that there is still significant stigma around mental health and mental illness.

This webinar will examine the fundamentals of mental health, with specific commentary on the impact of mental illness on the legal/policing world. Participants will gain a better understanding of how they can positively impact their colleagues living with mental health concerns.

The value of measuring diversity and inclusion in policing (November) – Arguably one of the most important pieces of a diversity and inclusion strategy is measurement. This web-dialogue will provide a deep dive examination of measurement of diversity inclusions – from demographics to inclusion, and beyond. We will examine some of the leading edge solutions available today that are helping employers to fully articulate their potential diversity debt and diversity dividend.

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ERG Leaders and Members (Level: 1.0 – 3.0)

Engaging your members (January) – Employee Resource Groups (ERG) constantly fight the stigma that they're a social club. It's often a small core group of members who truly understand the value and impact of what an ERG can bring to the table. It's incredibly challenging to keep members engaged and actively participating. So, what can ERGs do to engage their members more effectively?

This webinar will focus on promising practices on how to effectively engage members. We will focus on how to attract new members to the group; how to invigorate and innovate members who have been part of the group for some time; and how to think outside the box as it relates to events and offerings.

Influencing without authority (March) – Employee Resource Groups (ERG) often have no authority. They are volunteer run groups that are often run by people who are not at the highest levels of an organization. One of the most critical skills ERG leaders can have is the ability to positively influence people in such a way that it inspires others to follow and act willingly. This skill is critically important for the success of an ERG.

This webinar will examine the concept of influencing and how individuals, specifically leaders and members of ERGs can be influential in their organizations without any formal authority. We will focus on overcoming resistance, adapting to social styles and how to be impactful without being forceful.

Activating allies (June) – We've all heard the term "ally." An ally is a person who takes a role in supporting a community or group. Examples of an ally include men who work to promote women's advancement, white people who stand up to racism, heterosexual cisgender people who support their LGBT+ friends and colleagues, and so on. There are lots of allies. The term gets thrown around quite freely. But there is a significant difference between being an "active" ally vs being an "armchair" ally. There are lots of armchair allies, and very few active ones.

This webinar will examine the role of allies, specifically looking at promising practices the group can implement to ensure their allies are actively working with them to ensure they are meeting their group's goals and objectives.

Engaging champions and executive sponsors (October) – Employee Resource Groups (ERG) rely heaving on champions, but do they fully understand how to leverage them properly? More often than not, we hear stories of champions and executive sponsors who are present in name only. What can you do to get them more engaged, to help drive your group's success?

This webinar will examine promising practices in how to best engage champions and executive sponsors in your group's journey to ensure you're getting the most out of your champion or executive sponsor.