



## 2021 Webinar Schedule / Calendrier des webinaires 2021

Updated: October 18, 2021 / Actualisé : 18 octobre 2021

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.

Les webinaires du CCDI fournissent un aperçu précieux des dernières réflexions sur la diversité et l'inclusion au Canada. Le contenu est destiné pour une grande variété de professionnels – des praticien(ne)s des ressources humaines et des membres / leaders de GRE.

Date	Topic Sujet	Audience/Level Public/Niveau	Language La langue
14-Jan	<a href="#">Diversity and inclusion fundamentals</a>	General/Grand public (1.0-2.0)	EN
26-Jan	<a href="#">Safe space for dialogue – Encouraging authenticity in the workplace</a>	General/Grand public (1.0-2.0)	EN
28-Jan	<a href="#">Principes fondamentaux de la diversité et l'inclusion</a>	General/Grand public (1.0-2.0)	FR
4-Feb	<a href="#">Moving the needle from equity to justice</a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	EN
11-Feb	<a href="#">Roundtable on the topic of the Black Lives Matter in the workplace</a>	General/Grand public (1.0-2.0)	EN
23-Feb	<a href="#">Addressing the Black Lives Matter movement at work</a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	EN
4-Mar	<a href="#">Espace sécuritaire pour le dialogue - encourager l'authenticité en milieu de travail</a>	General/Grand public (1.0-2.0)	FR
18-Mar	<a href="#">The measurements of success</a>	General/Grand public (1.0-2.0)	EN
23-Mar	<a href="#">Busting the myth – Reverse racism</a>	General/Grand public (1.0-2.0)	EN
6-Apr	<a href="#">Inclusive leadership</a>	General/Grand public (1.0-2.0)	EN
20-Apr	<a href="#">Linguistic diversity in Canadian workplace</a>	General/Grand public (1.0-2.0)	EN
27-Apr	<a href="#">Répondre aux besoins du mouvement « Black Lives Matter » au travail</a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	FR
4-May	<a href="#">Supplier Diversity – What is it and why is it important?</a>	General/Grand public (1.0-2.0)	EN
13-May	<a href="#">The difference between racism, not racist and antiracist</a>	General/Grand public (1.0-2.0)	EN
20-May	<a href="#">Addressing anti-Asian racism in the workplace</a>	General/Grand public (1.0-2.0)	EN
27-May	<a href="#">Religious inclusion, a starting point for the workplace</a>	General/Grand public (1.0-2.0)	EN
10-Jun	<a href="#">Land acknowledgments – The why and how</a>	General/Grand public (1.0-2.0)	EN
21-Jun	<a href="#">The future forward – Fireside chat with Kelly Lendsay, President &amp; CEO of Indigenous Works</a>	General/Grand public (1.0-2.0)	EN
22-Jun	<a href="#">Gender expression versus gender identity</a>	General/Grand public (1.0-2.0)	EN
29-Jun	<a href="#">Le leadership inclusif</a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	FR
6-Jul	<a href="#">Gender neutral facilities and pronoun importance</a>	General/Grand public (1.0-2.0)	EN
15-Jul	<a href="#">D&amp;I 101: Practical initiatives you can start today</a>	General/Grand public (1.0-2.0)	EN

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Date	Topic Sujet	Audience/Level Public/Niveau	Language La langue
20-Jul	<a href="#"><u>Le courage, la responsabilité et la collaboration : Répondre au racisme anti-Noir en milieu de travail</u></a>	General/Grand public (1.0-2.0)	FR
29-Jul	<a href="#"><u>Resilience through an intersectional lens</u></a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	EN
5-Aug	<a href="#"><u>Diversité et inclusion 101 : des initiatives pratiques que vous pouvez commencer dès aujourd'hui</u></a>	General/Grand public (1.0-2.0)	FR
10-Aug	<a href="#"><u>Building community relationships as an organization</u></a>	General/Grand public (1.0-2.0)	EN
19-Aug	<a href="#"><u>Safe spaces and effective conflict resolution</u></a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	EN
26-Aug	<a href="#"><u>Inclusive Marketing</u></a>	General/Grand public (1.0-2.0)	EN
2-Sep	<a href="#"><u>Diversité linguistique dans les milieux de travail canadiens</u></a>	General/Grand public (1.0-2.0)	FR
9-Sep	<a href="#"><u>Répondre au racisme anti-asiatique en milieu de travail</u></a>	General/Grand public (1.0-2.0)	FR
16-Sep	<a href="#"><u>How to build and sustain employee resource groups</u></a>	General/Grand public (1.0-2.0)	EN
28-Sep	<a href="#"><u>Creating effective D&amp;I councils and committees</u></a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	EN
7-Oct	<a href="#"><u>Leveraging your privilege</u></a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	EN
19-Oct	<a href="#"><u>Corporate social responsibility through a D&amp;I lens</u></a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	EN
28-Oct	<a href="#"><u>Addressing microaggressions- How to micro-affirm effectively</u></a>	General/Grand public (1.0-2.0)	EN
9-Nov	<a href="#"><u>How to address ageism at work</u></a>	General/Grand public (1.0-2.0)	EN
25-Nov	<a href="#"><u>Coaching as a tool to support inclusive environments</u></a>	General/HR/D&I Grand public, RH et D&I (2.0-3.0)	EN
30-Nov	<a href="#"><u>Identité de genre par rapport à expression de genre</u></a>	General/Grand public (1.0-2.0)	FR
7-Dec	<a href="#"><u>Addressing racism at work</u></a>	General/Grand public (1.0-2.0)	EN
16-Dec	<a href="#"><u>A deeper dive on the brain and the science</u></a>	General/Grand public (1.0-2.0)	EN



## Webinar Levels / Niveaux de webinaires

We understand that every organization and professional may find themselves at varied stages of their diversity and inclusion journey. To help identify if an upcoming CCDI event is for you, we have now labeled our events by groups. The descriptors below reference the attendees, not the presenters.

Nous comprenons que chaque organisation et chaque professionnel peut se retrouver à des étapes variées dans leur parcours de diversité et d'inclusion. Pour aider à déterminer si un événement du CCDI à venir vous convient, nos événements sont maintenant étiquetés par groupe.

### **Group 1: General (Level 1.0 – 2.0) / Groupe 1 : Général (niveaux 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.

Ces webinaires sont destinés au grand public qui a peu ou pas d'informations sur le sujet. Ces webinaires répondront à la question « Qu'est-ce? », en plus de fournir des renseignements aux participant(e)s dans le but de créer un milieu de travail inclusif. Ils auront lieu en direct en anglais et en français (où c'est possible), et les enregistrements seront disponibles au Centre des compétences à l'intention des employé(e)s des employeurs affiliés du CCDI.

### **Group 2: General, Diversity & Inclusion and HR Practitioners (Level: 2.0-3.0) / Groupe 2 : Général, Les praticiens et les praticiennes des RH et de la diversité et l'inclusion (niveau 2.0-3.0)**

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.

Ces webinaires ciblent les praticiens et praticiennes des RH et de la diversité et l'inclusion qui détiennent déjà des informations sur le sujet. Ils ont pour but de répondre à la question « Comment? » et de fournir aux participant(e)s des pratiques prometteuses relatives aux questions les plus urgentes liées à la diversité et à l'inclusion en milieu de travail. Ils auront lieu en direct en anglais et en français (où c'est possible), et les enregistrements seront disponibles au Centre des compétences à l'intention des employé(e)s des employeurs affiliés du CCDI.



## Webinar Descriptions / Descriptions des webinaires

### **Diversity and inclusion fundamentals**

What is diversity and inclusion? Why is this important for workplaces across Canada? What is the business, people and social imperative? Join us to cover the building blocks of your D&I comprehension.

Audience/Level: General 1.0-2.0

### **Safe space for dialogue - Encouraging authenticity in the workplace**

This webinar will define the true meaning of a frequently used but often misunderstood terminology: "safe space". It will explore how we can encourage employees to be authentic and feel psychologically safe in the workplace. It will also discuss how to bake a culture of safe spaces into the work environment in a way that is truly sustainable.

Audience/Level: General 1.0-2.0

### **Principes fondamentaux de la diversité et l'inclusion**

Qu'est-ce que la diversité et l'inclusion? Pourquoi est-ce important pour les milieux de travail partout au Canada? Quel est l'impératif commercial, humain et social? Joignez-vous à nous pour couvrir les éléments de base de votre compréhension de la diversité et inclusion.

Niveau : 1.0-2.0. Public : général.

### **Moving the needle from equity to justice**

Equity recognizes that different approaches have to be applied for fair results for diverse individuals. This webinar will move the needle from equity to justice to shed light on how organizations can develop approaches to individual approaches at the systems level.

Level: 2.0-3.0, Audience: General, HR & D&I Professionals, Diversity Champions.

### **Roundtable on the topic of the Black Lives Matter in the workplace**

Join us as we sit down with a panel of individuals to discuss the Black Lives Matter movement and how it is impacting the workplace.

Level: 1.0-2.0, Audience: General

### **Addressing the Black Lives Matter movement at work**

This timely and topical webinar will address how you can appropriately address the Black Lives Matter movement, how to start conversations and genuinely support your BIPOC co-workers / employees in a way that is meaningful to them.

Level: 2.0-3.0, Audience: General, HR & D&I Professionals, Diversity Champions.



### **Espace sécuritaire pour le dialogue - encourager l'authenticité en milieu de travail**

Th Ce webinaire définira la vraie signification d'un terme fréquemment utilisé, mais souvent mal compris : « espace sécuritaire ». Il explorera comment nous pouvons encourager les employés à être authentiques et à se sentir psychologiquement en sécurité en milieu de travail. Il sera également question de la manière d'intégrer une culture d'espaces sécuritaires dans l'environnement de travail d'une manière qui soit réellement durable..

Niveau : 1.0-2.0. Public : général.

### **The measurements of success**

Measurement is the only way to truly determine the success of your diversity and inclusion-led efforts. But what you measure and how you measure are just as important as the results they produce. Where and when do you use qualitative data over quantitative? This webinar will explore promising practices with respect to the measurement of your diversity and inclusion initiatives.

Level: 1.0-2.0, Audience: General

### **Busting the myth - Reverse racism**

Conventional wisdom is teaching us that the argument for reverse racism is rooted in theory and not in fact. Traditionally, it has been posited by individuals within the dominant race group who feel threatened by the diversity and inclusion conversation and by certain policies and practices which favour individuals belonging to minority race groups. That feeling of exclusion is real and needs to be addressed. This webinar will explore promising practices in addressing the fear of reverse discrimination and how we can work to deconstruct the myths that perpetuate it.

Level: 1.0-2.0, Audience: General

### **Inclusive leadership**

This webinar will explore what inclusive leadership should look like. It also provides you with the strategies and knowledge you need to successfully implement inclusive leadership into your role.

Level: 1.0-2.0, Audience: General

### **Linguistic diversity in Canadian workplaces**

Linguistic diversity addresses how companies can be inclusive towards employees whose first language is not what is predominantly spoken in the province in which they work. It explores how Canada's two official languages can promote the values of linguistic inclusion in the workplace. We recommend this to employers with a multilingual and diverse workforce.

Level: 1.0-2.0, Audience: General

### **Répondre aux besoins du mouvement « Black Lives Matter » au travail**

Ce webinaire opportun et thématique traitera de la façon dont vous pouvez aborder de manière appropriée le mouvement « Black Lives Matter », entamer des conversations et soutenir avec authenticité vos collègues/employés PANDC d'une manière qui leur soit utile.

Niveau : 2.0-3.0. Public : général, RH, praticien(ne)s de la DI, champion(ne)s de la diversité.



### **Supplier diversity – What is it and why is it important?**

Supplier diversity is about the advancement of business diversity and inclusion in Canada by bringing more women-owned, BIPOC-owned, LGBTQ2+-owned and PwD-owned businesses into the corporate supply chain. It educates procurement professionals on the importance of supplier diversity and what they can do to broaden an organization's vendor/supply network.

Level: 1.0-2.0, Audience: General

### **The difference between racism, not racist and anti-racist**

In the last year, racism has been a central to the conversation and is shaping policy and discourse in politics, the workplace and in the news cycle. This webinar will review what racism is and the key differences between 'not being racist' versus 'being anti-racist'. We conclude the webinar with tips and practices on how to be actively anti-racist in our workplaces.

Level: 1.0-2.0, Audience: General

### **Addressing anti-Asian racism in the workplace**

With an alarming increase in anti-Asian sentiments, biased incidents and violence toward people of Asian descent, this webinar provides a space to explore the roots of anti-Asian racism including stereotypes and myths, impacts on employees and clients, and how to build meaningful Asian allyship in the workplace.

Level: 1.0-2.0, Audience: General

### **Religious inclusion, a starting point for the workplace**

With a diverse workforce comes diverse religious practices. This webinar will explore some starting steps to becoming a more religiously inclusive workplace which can engender and stimulate a climate of pluralism.

Level: 1.0-2.0, Audience: General

### **Land acknowledgments - The why and how**

Land acknowledgements are not perfunctory cultural observations made before officially commencing with a formal event. They have a huge historical significance. Please join us as we explore the importance, impact and effective implementation of land acknowledgements in the Canadian workplace.

Level: 1.0-2.0, Audience: General

### **The future forward – Fireside chat with Kelly Lendsay, President & CEO of Indigenous Works**

Join our own Anne-Marie Pham as she sits down with Kelly Lendsay, a dynamic and inspiring thought leader, to discuss Indigenous inclusion at work. In this fireside chat, Kelly will share his vision for moving forward from a history of Indigenous exclusion to the path of workplace inclusion for the next seven generations. Join us to also learn about CCDI's new and exciting partnership with Indigenous Works and engage with us through our live Q&A session.

Level: 1.0-2.0, Audience: General

### **Gender expression versus gender identity**

We may be familiar with the terms but it is important that we continue to expand our understanding of the nuances and distinctions between these two gender-based terminologies. Join us to explore the meaning



of gender expression and gender identity. Advance your allyship journey with respect to the LGBTQ2+ community.

Level: 1.0-2.0, Audience: General

### **Le leadership inclusif**

Ce webinaire explorera à quoi devrait ressembler le leadership inclusif. Il vous fournit également les stratégies et les connaissances dont vous avez besoin pour mettre en œuvre avec succès un leadership inclusif dans votre rôle.

Niveau : 2.0-3.0. Public : général, RH, praticien(ne)s de la DI, champion(ne)s de la diversité.

### **Gender-neutral facilities and pronoun importance**

Join us as we discuss the importance of gender-neutral facilities and how to properly set them up. We will also explore the importance of pronoun use.

Level: 1.0-2.0, Audience: General

### **Diversity and inclusion 101 - Practical initiatives you can start today**

Successfully implementing Diversity and Inclusion strategy in the workplace can seem like a painstaking and lengthy process. D&I 101 dials the discussion back to the basics and fundamentals which are necessary for future growth and progress of your D&I initiatives.

Level: 1.0-2.0, Audience: General

### **Le courage, la responsabilité et la collaboration : Répondre au racisme anti-Noir en milieu de travail**

Tout le monde peut bouger les choses en ce qui concerne la compréhension et la lutte contre le racisme anti-Noir en milieu de travail. Ce webinaire décrira les nombreuses façons dont le racisme anti-Noir se manifeste au travail et explorera les traits du courage, de la responsabilité et de la collaboration : ce qu'ils signifient vraiment et comment vous pouvez appliquer ces traits chaque jour de manière concrète pour créer un lieu de travail plus antiraciste.

Niveau : 1.0-2.0. Public : général

### **Resilience through an intersectional lens**

Resilience is a strategy that enables individuals to survive and even thrive in times of uncertainty. This webinar will apply this concept by helping us understand the compounding impacts of intersecting identities on one's level of resilience, and explores tips to develop more holistic and inclusive workplace strategies around resilience.

Level: 2.0-3.0, Audience: General, HR & D&I professionals, diversity champions

### **Diversité et inclusion 101 : des initiatives pratiques que vous pouvez commencer dès aujourd'hui**

La mise en œuvre réussie d'une stratégie de diversité et inclusion (DI) en milieu de travail peut sembler un processus long et fastidieux. Diversité et inclusion 101 ramène la discussion aux principes de base nécessaires à la croissance future et au progrès de vos initiatives de diversité et inclusion, y compris la construction d'espaces sécuritaires et d'espaces d'encouragement et les stratégies antiracistes pour le lieu de travail.

Niveau : 1.0-2.0. Public : général



### **Building community relationships as an organization**

Your current and future workforce live in communities and build their lives in and around them. This webinar explores the value proposition and tips for building inclusive community relationships.

Level: 1.0-2.0, Audience: General.

### **Safe spaces and effective conflict resolution**

This webinar will reinstall the building blocks of space and explore effective conflict resolution practices.

Level: 2.0-3.0, Audience: General, HR & D&I professionals, diversity champions

### **Inclusive marketing**

The reality of inclusive marketing is that the bad examples outnumber the good ones. This webinar will tackle the subject of diversity and inclusion in marketing. We will examine real life examples of when marketing to a diverse clientele is done the right way, versus when it misses or ignores the target. We will also include tips and guides on how to create the sort of inclusive marketing plans needed to deliver a successful campaign.

Level: 2.0-3.0, Audience: General, HR & D&I professionals, diversity champions

### **Diversité linguistique dans les milieux de travail canadiens**

La diversité linguistique traite de la façon dont les entreprises peuvent être inclusives envers les employés dont la langue maternelle est différente de celle principalement parlée dans la province où ils travaillent. Elle explore la façon dont les deux langues officielles du Canada peuvent promouvoir les valeurs de l'inclusion linguistique en milieu de travail. Nous recommandons cela aux employeurs ayant une main-d'œuvre multilingue et diversifiée.

Niveau : 1.0-2.0. Public : général.

### **Répondre au racisme anti-asiatique en milieu de travail**

Avec une augmentation alarmante des sentiments anti-asiatiques, des incidents basés sur des préjugés et de la violence envers les personnes d'origine asiatique, ce webinaire offre un espace pour explorer les origines du racisme anti-asiatique, y compris les stéréotypes et les mythes, les impacts sur le personnel et les client.e.s, et comment construire une alliance asiatique significative en milieu de travail.

Niveau : 1.0-2.0. Public : général.

### **How to build and sustain employee resource groups**

ERGs (employee resource groups) are voluntary, employee-led groups which foster a diverse, inclusive workplace aligned with the organization's vision, mission and values. This webinar addresses how to launch and successfully sustain your organization's ERGs.

Level: 1.0-2.0, Audience: General

### **Creating effective D&I councils and committees**

A diversity and inclusion committee is a crucial step towards developing a business strategy that can foster a climate of inclusion through best practices in policy design, talent management and accountability. This webinar will discuss how you can build and maintain effective D&I committees





needed to achieve these goals. It carefully walks you through the necessary steps starting from how to launch a committee to developing a three year plan.

Level: 2.0-3.0, Audience: General, HR & D&I professionals, diversity champions

### **Leveraging your privilege**

This webinar will explore strategies and tools that can be used to contextualize the notion of “privilege” and its historic and systemic origin, while managing and acknowledging individual feelings and experiences. We will also explore how to start meaningful conversations about privilege and how it impacts us.

Level: 2.0-3.0, Audience: General, HR & D&I professionals, diversity champions

### **Corporate social responsibility through a diversity and inclusion lens**

Corporate social responsibility (CSR) plays an important role to many organizations. Join us to explore what this looks like through a diversity and inclusion lens.

Level: 2.0-3.0, Audience: General, HR & D&I professionals, diversity champions

### **Addressing microaggressions - How to micro-affirm effectively**

Build your capacity, language and skills to identify and address microaggressions in the most effective ways so that the outcome is change to support those who are the targets of microaggressions.

Level: 1.0-2.0, Audience: General

### **How to address ageism at work**

Age can greatly affect how you navigate the labour market and specifically, a work place. Diverse ages helps foster different view points and experiences but can also create spaces of competition and stereotyping. Join us to discuss how to address ageism in the workplace.

Level: 1.0-2.0, Audience: General

### **Coaching as a tool to support inclusive environments**

In today's workplace, opportunities for formal training are often limited by time and budget constraints: coaching as a form of just-in-time development has become more and more prominent in the conversation on individual and organizational performance.

In this webinar, participants will explore coaching as a tool to support inclusive environments. Join us to discuss how to leverage coaching techniques to embed D&I learning and accountability into the day-to-day operations and HR practices of your organization.

Level: 2.0-3.0, Audience: General, HR & D&I professionals, diversity champions

### **Identité de genre par rapport à expression de genre**

Nous connaissons peut-être les termes, mais il est important que nous continuions à élargir notre compréhension des nuances et des distinctions entre ces deux terminologies basées sur le genre. Joignez-vous à nous pour explorer la signification de l'expression de genre et de l'identité de genre. Faites progresser votre parcours d'allié de la communauté LGBTQ2+.



Niveau : 1.0-2.0. Public : général.

### **Addressing racism at work**

Racism can show up in different ways in the workplace. Join us to explore the manifestations of individual and systemic racism, and what you can do to identify and address them.

Level: 1.0-2.0, Audience: General

### **A deeper dive on the brain and the science**

Unconscious bias is rightly becoming one of the most sought after topics within the D&I learning and development space. Join us to further explore how unconscious bias plays out in the brain and the tools we can use to retrain our brains.

Level: 1.0-2.0, Audience: General