Diversity Ink

February 2022 News & updates

The CCDI vision is a Canada without prejudice and discrimination – a country that celebrates diversity, difference and inclusion. CCDI is proud to share with you its latest initiatives, events and resources dedicated to driving the diversity conversation here in Canada.

Celebrate Black History Month

February is Black History Month, a time for people in Canada to celebrate and recognize the many achievements and contributions of Black Canadians and their communities who, throughout history, have done so much to make Canada the culturally diverse, compassionate, and prosperous nation it is today. It is about celebrating resilience, innovation, and determination to work towards a more inclusive and diverse Canada. Learn more about Black History in Canada here.

Anti-Black racism, born out of historical systems that devalued Black lives, continues to this day in hiring practices, HR policies and workplace biases that make it very difficult for Black Canadians to succeed and advance in the workplace. Today, employers have an unprecedented opportunity to change this status quo. Our toolkit addresses the increasing demand for guidance on how employers can support Black employees by sustaining the ideals behind the Black Lives Matter movement. Explore CCDI's toolkit, Sustaining the Black Lives Matter movement in the workplace.

For more information on racism and anti-Black racism, we encourage you to use CCDI's educational guide on racism and anti-Black racism. This guide has been updated recently and contains a broad range of resources for individuals and organizations to learn about racism and how we can build anti-racist workplaces and communities.

Additionally, we will be offering webinars with topics chosen specifically for Black History Month:

- February 3 at 1 p.m. ET – Addressing anti-Black racism in the workplace – Fireside chat – This webinar will also be available as a podcast.
- February 10 at 1 p.m. ET – Répondre au racisme anti-Noir.e en milieu de travail – Causerie – This webinar will also be available as a podcast.
- February 17 at 1 p.m. ET – History of race and racism in Canada
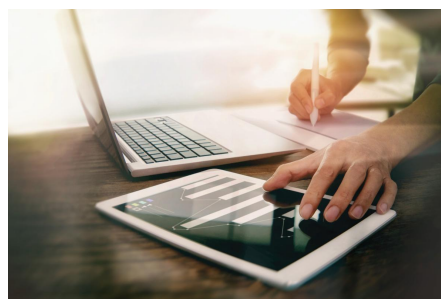- February 24 at 1 p.m. ET – Histoire des races et du racisme au Canada

We hope you find these resources and events useful, not only for Black History Month, but as part of your diversity, equity and inclusion journey throughout the year.

Registration extended to February 4!

Our yearly event is focused on navigational strategies in IDEA (inclusion, diversity, equity, and accessibility), for all organizations and across industries. Whether you are starting out in building an IDEA strategy or are advanced in your IDEA journey, CCDI UnConference 2022 will provide you with valuable lessons, strategies, and practical tools in navigating all the 'how to's' of IDEA.

Registrations have been extended until February 4, 2022 at 4:30 p.m. ET. Learn more and register for CCDI UnConference 2022.

Become a CCIP!

The Canadian Certified Inclusion Professional™ (CCIP) remains the first professional certification for diversity and inclusion practitioners in Canada. It is designed to formalize and present the breadth and depth of your professional experience to employers.

Registration for our spring batch is available until **March 20, 2022**; exams will take place April 19. Learn more...

Upcoming webinars

Date	Title
February 3 at 1 p.m. ET	Addressing anti-Black racism in the workplace - Fireside chat
February 10 at 1 p.m. ET	Répondre au racisme anti-Noir.e en milieu de travail – Causerie
February 17 at 1 p.m. ET	History of race and racism in Canada
February 24 at 1 p.m. ET	Histoire des races et du racisme au Canada
March 10 at 1 p.m. ET	Systemic racism in the workplace: What is it and

	what is being done – A leaders panel
March 10 at 1 p.m. ET	Le racisme systémique au travail : de quoi s'agit-il et ce que l'on fait – comité de dirigeant.e.s
March 15 at 1 p.m. ET	Gender equality through an intersectional lens
March 24 at 1 p.m. ET	L'égalité des sexes à travers une optique intersectionnelle

Leader Talks with Anne-Marie Pham

Drawing on the experience of thought leaders across Canada, our newest podcast aims to create awareness, showcase a variety of perspectives, and inspire courage for all of us to create more diverse, equitable, and inclusive workplaces and communities for everyone. Check out our latest episode with Equity, Diversity and Inclusion Strategist & Leadership and Change Scholar, Ellen Melis.

Click here to have a listen.

Multicultural calendar

Black History Month

February 1-15: Lunar New Year / Chinese New Year / Tết Nguyên Đán (Vietnam)
February 5: Vasant Panchami
February 6: International Day of Zero Tolerance for Female Genital Mutilation
February 11: International Day of Women and Girls in Science
February 13: World Radio Day
February 14: Valentine's Day
February 15: National Flag of Canada Day
February 16: Magha Puja Day
February 20: World Day of Social Justice
February 21: Family Day / Islander Day / Louis Riel Day / Mi'kmaq Heritage Day / Nova Scotia Heritage Day
February 21: International Mother Language Day
February 23: Pink Shirt Day

February				2022		
Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

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CCDI Consulting Newsletter

Keep abreast of all the CCDI Consulting activities by signing up for their monthly newsletter. Click here to get started.

Welcome to our new CCDI Employer Partners

We work closely with employers because we know that when the workplace is inclusive, positive effects are felt by the broader community. Join us in welcoming the latest addition to our unparalleled Employer Partner roster.

alberta central™

aeso

AISC Association of Industry Sector Councils

ATLANTIC HOME BUILDING & RENOVATION SECTOR COUNCIL
Skilled workers. Quality homes. Better communities.

Automotive Sector Council of Nova Scotia

CIPF Canadian Investor Protection Fund

Canadian Light Source | Centre canadien de rayonnement synchrotron

CM&E CANADIAN MANUFACTURERS & EXPORTERS

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COGECO COMMUNICATIONS

CMTO College of Massage Therapists of Ontario

COMMUNITY SECTOR COUNCIL of NOVA SCOTIA

CPA CHARTERED PROFESSIONAL ACCOUNTANTS | WESTERN SCHOOL OF BUSINESS

Credit Counselling Society

digital nova scotia

Forestry Sector Council

Georgian

GORE MUTUAL ▸ GO FORWARD

Health Care Human Resource Sector Council

Henkel

KFC

medicago

NATIONAL BANK

Canada