

# THE OSGOODE CERTIFICATE IN EQUITY, DIVERSITY AND INCLUSION IN THE WORKPLACE

A comprehensive program highlighting not only legal compliance but practical solutions for implementation and meaningful change.

Under the guidance of seasoned experts, you will learn how to:

- Navigate the complex legal landscape of EDI – *Human Rights Code; Occupational Health and Safety Act; Pay Equity Act and Access for Ontarians with Disabilities Act (AODA)*
- Identify and effectively address instances of anti-Black racism and anti-Indigenous racism within the workplace
- Conduct effective workplace investigations to address allegations of racism, systemic racism, prejudice and bias
- Craft a compelling business case for EDI initiatives
- Harness the power of data through proficient equity audits for informed decision-making
- Address resistance and overcome potential backlash when pursuing EDI goals

## PROGRAM DIRECTOR

Laura Williams, LL.B., CSP  
Williams HR Law LLP

## REGISTRATION DETAILS

April 3, 10, 17 and May 1, 2024  
Online (Live)

*Can't make the date?  
Registration includes 120-day  
unlimited, online access to  
the program.*

Register today at:

[osgoodepd.ca/  
edi-cert](https://osgoodepd.ca/edi-cert)



# The Osgoode Certificate in Equity, Diversity and Inclusion in the Workplace

*Including practical interactive workshops on investigating allegations of racism, systemic racism and bias in the workplace (Day 2); the duty to accommodate (Day 3) and identifying and overcoming resistance (Day 4).*

This ground-breaking program is designed to equip human resource professionals and their organizations with a comprehensive understanding of the complex legal framework and applicable rules governing equity, diversity and inclusion.

Delving into the intricacies of Canadian employment laws, human rights legislation, and organizational best practices, participants will gain the tools and knowledge necessary to cultivate an inclusive workplace environment.

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edi-cert](https://osgoodepd.ca/edi-cert)





## By the conclusion of this program, participants will:

- Have a comprehensive understanding of the legal landscape surrounding EDI, ensuring compliance and mitigating potential risks
- Be able to articulate a compelling business case for EDI
- Be equipped to identify nuanced individual and organizational factors contributing to discrimination and proactive strategies to combat them
- Be able to develop a robust plan to diversify your organization, equipped with innovative strategies to overcome resistance and foster inclusivity
- Have learned how to develop clear goals and metrics to measure progress of your EDI initiatives
- Have an impactful EDI communication strategy and plan

**Register today at:**

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## Who Should Attend:

- HR Professionals who lead or participate in their organization's EDI programs/initiatives
- Managers of HR
- People & Culture Managers
- Disability and Return to Work Managers
- Training and Benefits Specialists
- HR Consultants
- Mediators and Arbitrators of Employment, Labour Law and Human Rights Disputes
- HR, Employment and/or Labour Relations Consultants

# Drawing on the expertise and experience of leading experts, including:

## Program Director



**Laura Williams, LL.B, CSP**  
Williams HR Law LLP

*Lawyer, Workplace Strategist, Educator*

Laura has built two highly respected firms, Williams HR Law LLP and Williams HR Consulting Inc., which respectively provide proactive Human Resources law and consulting advice designed to minimize workplace challenges, maximize employee engagement and achieve team and organizational objectives. As an established business leader, proactive HR lawyer, strategic HR and EDI consultant, workplace investigator, educator and keynote speaker, Laura is a leading voice and highly sought after expert helping organizations and equipping leaders to recalibrate in our new era of work. Her mission is to help leaders recognize that human-centric people-management strategies will produce game-changing results. Laura is a media contributor who is regularly featured as a workplace expert in various national broadcast and print media to provide insights on current employment related issues. In addition to her work, Laura has also been appointed as an equity advisor to numerous institutions and corporations across industries and sectors, and has many years of service on various Boards of Directors. Laura is one of 57 Canadians who have achieved the internationally recognized Certified Speaking Professional designation (CSP) conferred by the National Speakers Association (NSA).

Register today at:  
[osgoodepd.ca/edi-cert](https://osgoodepd.ca/edi-cert)

## Advisory Board

**Carey Calder**

Founder & Principal, Nakanagis Inc.

**Dr. Notisha Massaquoi**

Assistant Professor at University of Toronto  
Scarborough Department of Health and Society

**Wade Poziomka**

Ross & McBride LLP; Chair of the Niagara  
Community Legal Clinic Board of Directors

**Michelle Grocholsky**

CEO & Founder, Empowered EDI

**Jason Murray**

President and Managing Partner at  
BIPOC Executive Search

## Program Faculty

**Rich Appiah**

Appiah Law

**Danielle Bisnar**

Cavalluzzo LLP

**Carey Calder**

Founder & Principal, Nakanagis Inc.

**Michael Charles**

Associate Vice-President, Innovation,  
Inclusion, Reconciliation & Healing,  
Centennial College

**Birju Dattani**

Director of Human Rights and  
Conflict Resolution, Centennial College

**Tina "Tee" Garnett**

President & Principal Consultant,  
Providence International EDI Consulting

**Michelle Grocholsky**

CEO & Founder, Empowered EDI

**Lorin MacDonald, OOnt, LSM, JD**

Principal, HearVue Inc.

**Nathaniel Marshall**

Marshall Workplace Law

**Dr. Notisha Massaquoi**

Assistant Professor at University of Toronto  
Scarborough Department of Health and Society

**Kirk Merrett**

Director, Human Resources & Administration,  
Hyundai Auto Canada Corp

**Jason Murray**

President and Managing Partner at  
BIPOC Executive Search

**Sharon Naipaul**

Strategic Workplace Equity &  
Conflict Resolution Solutions

**Olivia Nuamah**

National Inclusion, Diversity and  
Belonging Leader, PwC Canada

**Kristen Pennington**

McMillan LLP

**Wade Poziomka**

Ross & McBride LLP; Chair of the Niagara  
Community Legal Clinic Board of Directors

**Aleksandra Pressey**

Williams HR Law LLP

**Wendy Reid**

Reid and Write Communications

**Hena Singh**

Singh Investigations & Mediations;  
Singh Lamarche LLP

**Shane Todd**

Fasken Martineau DuMoulin LLP

**Paula Whitlow**

Director of Truth and Reconciliation,  
Region of Waterloo

**Laura Williams, LL.B, CSP**

Williams HR Law LLP

**Ingrid Wilson**

Founder and Principal, GridFern Strategic HR

**Nana Yanful**

Yanful Law

**Ozlem Yucel**

Turnpenney Milne LLP

**Zoya Zayler**

Head of Diversity, Equity and Inclusion at  
Amazon Canada

# Agenda

## DAY 1

April 3, 2024

9:00 a.m. – 4:30 p.m. ET

### Overview of Applicable Legal Framework/The Business Case for Diversity in the Workplace

#### The Legal Framework – A Comprehensive Overview of the Applicable Laws

- *Human Rights Code*
- *Occupational Health and Safety Act*
- *Pay Equity Act*
- *Accessibility for Ontarians with Disabilities Act (AODA)*
- The risks of legal non-compliance

#### Recognizing and Tackling Anti-Black Racism and Anti-Indigenous Racism in the Workplace:

##### Panel Discussion

In our inaugural session, our experts will participate in a panel discussion centered on the identification and combatting of anti-Black and anti-Indigenous racism. Join us for insightful conversations on fostering a more inclusive workplace.

##### Intersectionality

Intersectionality recognizes that each individual undergoes distinct experiences of discrimination. It emphasizes the importance of considering all factors that can contribute to marginalization, such as gender, race, sexual orientation, physical ability etc.

#### Making the Business Case for EDI – Driving Progress and Delivering Through Diversity

Equity, Diversity, and Inclusion (EDI) have become integral aspects of contemporary business strategies, driven not only by ethical considerations but also by a compelling business case. Organizations that actively prioritize and champion EDI initiatives stand to gain several tangible

benefits that contribute to their overall success and sustainability. This interactive session explores the practical advantages in adopting such an approach.

## Faculty

**Rich Appiah**

Appiah Law

**Carey Calder**

Founder & Principal, Nakanagis Inc.

**Michael Charles**

Associate Vice-President, Innovation, Inclusion, Reconciliation & Healing, Centennial College

**Nana Yanful**

Yanful Law

**Danielle Bisnar**

Cavalluzzo LLP

**Ozlem Yucel**

Turnpenney Milne LLP

**Ingrid Wilson**

Founder and Principal, GridFern Strategic HR

## DAY 2

April 10, 2024

9:00 a.m. – 4:30 p.m. ET

### The Role of Data/Communicating EDI Strategies/Workplace Investigations

#### Measure What You Do, Do What You Measure – Conducting Effective Equity Audits

- Examination of written employment policies/procedures
- Reviewing equity related data
- Conducting employee surveys and/or focus groups
- Analyzing equity related data – human rights complaints, harassment complaints
- Consulting with senior leaders, human resources, and union representatives

- Identifying barriers
- Developing recommendations

#### The Impact of AI in the DEI Space

It is imperative that EDI professionals understand the potential benefits of AI to promote equity, diversity and inclusion in the workplace, and also to effectively manage risk.

#### Critical Role Played by Internal Communications in Effectively Implementing an EDI Strategy

- The importance of transparency and accountability in the communication process
- Setting clear goals
- Identifying stakeholders and executing effective change management strategies
- Targeting your message to make it effective
- Determining the threshold of excessive communication
- Addressing diversity fatigue to prevent counter-productive communication

#### Workplace investigations – Investigating Allegations of Racism, Systemic Racism, Prejudice and Bias in the Workplace

- What type of evidence is required?
- Complexities in assessing credibility and reliability of evidence
- Identifying/defining microaggressions
- Examples of systemic discrimination and harassment, stereotyping and racial profiling
- Unconscious/implicit bias
- The importance of a trauma informed approach

## Faculty

**Shane Todd**

Fasken Martineau DuMoulin LLP

**Michelle Grocholsky**

CEO & Founder, Empowered EDI

## Hena Singh

Singh Investigations & Mediations;  
Singh Lamarche LLP

## Nathaniel Marshall

Marshall Workplace Law

## Aleksandra Pressey

Williams HR Law LLP

## Kirsten Pennington

McMillan LLP

## Wendy Reid

Reid and Write Communications

### DAY 3

April 17, 2024

9:00 a.m. – 4:30 p.m. ET

## Creating an Inclusive Workplace for Employees With Disabilities

### Creating an Inclusive Workplace for Employees with Disabilities – A Comprehensive Overview

- What is an inclusive environment?
- Facts and figures – the business case for creating an inclusive environment for employees with disabilities
- Relevant provisions in the *Accessibility for Ontarians With Disabilities Act 2005*
- Recruitment, interviewing and assessment
- Informing employees of supports; accessible formats and communication supports
- The accommodation process – a collaborative approach
- The return-to-work process
- Performance management/career development and redeployment

### Case Study – Accommodating Employees with Disabilities at Home Depot Canada

### Duty to Accommodate: Hands-On Workshop

In this hands-on workshop session featuring two scenarios, our facilitators will highlight common challenges facing human resource

professionals, and will highlight the governing legal principles, best practices to adopt and how to avoid common pitfalls that may arise in the accommodation process.

## Faculty

### Lorin MacDonald, OOnt, LSM, JD

Principal, HearVue Inc.

### Wade Poziomka

Ross & McBride LLP; Chair of the Niagara Community Legal Clinic Board of Directors

### Sharon Naipaul

Strategic Workplace Equity & Conflict Resolution Solutions

### DAY 4

May 1, 2024

9:00 a.m. – 4:30 p.m. ET

## Tying It All Together – Developing and Implementing Strategies that Demonstrate Impactful Change

### The Crucial Role of Leadership – Understanding Workplace Culture (and the Responsibility for Shaping it) and Talking Truth to Power

### Identifying and Overcoming the Resistance Backlash: Practical Strategies Workshop

In this hands-on workshop session you will explore what are effective strategies for managing resistance to EDI. These include making the business case, explaining the legal perspectives, focusing on human values, effective communication, and responding to feedback

### Ways to Continue to Progress EDI Initiatives – Our Experts Share Their Experiences

### How to be a Champion – Emphasizing a Holistic Approach to the Subject Matter and Practical Solutions to Get There

For the final session, our Advisory Board look at ways human resource professionals can continue to keep moving the needle in the right direction, how to be a champion for EDI and, importantly, how to avoid burnout.

## Faculty

### Birju Dattani

Director of Human Rights and Conflict Resolution, Centennial College

### Olivia Nuamah

National Inclusion, Diversity and Belonging Leader, PwC Canada

### Kirk Merrett

Director, Human Resources & Administration, Hyundai Auto Canada Corp

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# Registration Details

**Fee per Delegate: \$3,295 + TAX**

**Newly Licensed\*: \$1,647.50 + TAX**

*\*This fee applies to newly licensed regulated professionals within the past 2 years*

Fee includes program registration, electronic program materials and 120-day unlimited online access to program archive. Group discounts are available. Visit [www.osgoodepd.ca/group-discounts](http://www.osgoodepd.ca/group-discounts) for details.

## Financial Assistance

This program is eligible for OSAP funding. Federal and provincial job grants may be available. You may also apply for financial assistance with OsgoodePD. To learn more, visit: [www.osgoodepd.ca/financial-assistance](http://www.osgoodepd.ca/financial-assistance).

## Program Changes

We will make every effort to present the program as advertised, but it may be necessary to change the date, location, speakers or content with little or no notice. In the event of program cancellation, York University's and Osgoode Hall Law School's liability is limited to reimbursement of paid fees.

## Cancellations and Substitutions

Substitution of registrants is permitted at any time. If you are unable to find a substitute, a full refund is available if a cancellation request is received in writing 21 days prior to the program date. If a cancellation request is made with less than 21 days notice, a \$150 administration fee will apply. No other refund is available.

## For Further Program-Related Information, Please Contact:

David Thomas, Program Lawyer at 416 270 7316  
or email [dthomas@osgoode.yorku.ca](mailto:dthomas@osgoode.yorku.ca)


# Certificate of Program Completion

To receive an Osgoode Certificate, you must view all program modules (either live or archived) and pass the post-program multiple choice assessment by June 1, 2024.

## Register today at:

[osgoodepd.ca/edi-cert](http://osgoodepd.ca/edi-cert)

 **Email:** [osgoodepd@osgoode.yorku.ca](mailto:osgoodepd@osgoode.yorku.ca)

 **Phone:** 416 597 9724

 **Mail:** 1 Dundas Street West, 26th Floor, Toronto, ON, M5G 1Z3



OsgoodePD has been approved as an Accredited Provider of Professionalism Content by the LSO.

Eligible CPD Hours – LSO (ON): 25h 45m CPD (20h 15m Substantive; 5h 30m EDI)



OsgoodePD programs may be eligible for CPD/MCLE credits in other Canadian and US jurisdictions. To inquire about credit eligibility, please contact [cpd@osgoode.yorku.ca](mailto:cpd@osgoode.yorku.ca).



This program has been approved for 26 continuing professional development (CPD) hours under Section A3 of the continuing professional development (CPD) log of the Human Resources Professionals Association (HRPA).

Here's what participants have said about Osgoode's other certificate programs for human resource professionals:

*“Fantastic program with so many great take-aways! The presenters were all extremely knowledgeable, sharing their perspectives and expertise in a very engaging manner!”*

Marcy Macdonald  
Manager of Human Resources, City of Woodstock  
(Certificate in Workplace Mental Health Law)

*“All sessions were engaging and provided great information. I believe I have gained new perspectives that will improve my effectiveness in my role as Disability Manager.”*

Liane Scratcher  
Disability Manager, Dollarama L.P.  
(Certificate in Workplace Mental Health Law)

*“Great program, very relevant, easy to understand and highlights the nuances of the situations which HR professionals inevitably face.”*

Albertina Maciukas  
HR Generalist, Affiliated Services for Children and Youth (Certificate in Human Resources Law for HR Professionals)

*“Thank you for a very valuable learning experience. The content shared was practical and the examples provided were very relevant.”*

Irfan Chaudhry  
Director – Office of Human Rights, Diversity and Equity, MacEwan University, Edmonton, Alberta  
(Advanced Certificate in Workplace Investigations)