



2023 Virtual Symposium

April 18, 20, 25 & 27, 2023



Panel Session C

Equity, Diversity and Inclusion: Practice Guidance for Professionals and Organizations

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Panel Session C Co-Chairs



Neera Sundaralingam, GIT
EcoMetrix Incorporated



Kristina Anderson, P.Geo.
Toronto Region Conservation Authority

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Land Acknowledgement

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Panel Session C

Presentations and Speakers

1) *Overview of PGO's Draft Equity, Diversity, and Inclusion Professional Practice Guideline*

Jocelyn Peltier-Huntley, M.Sc, P.Eng., Principal and Founder, Prairie Catalyst

-----5-MINUTE BREAK-----

2) *Creating inclusive spaces for Indigenous Peoples in the STEM professions*

Jessica Vandenberghe, P.Eng., M.Sc., Industrial Chair - Indigenous Engineering, Civil and Environmental Engineering Department, University of Alberta

3) *Mainstreaming natural asset management in geoscience knowledge and practice*

Darryl Gray, Director of Education and Training, Toronto Region Conservation Authority

Natalie Blake, Chief Human Resources Officer, Toronto Region Conservation Authority

4) Panel Discussion

Co-chairs and Speakers

5) *Q & A Session*

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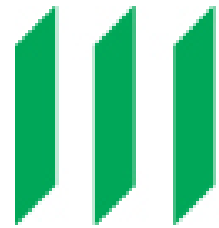


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Presentation 1

Overview of
PGO's Draft
Equity, Diversity,
and Inclusion
Professional
Practice Guideline



Jocelyn Peltier-Huntley,
M.Sc, P.Eng
Principal and Founder
Prairie Catalyst

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Overview of PGO's Draft
Equity, Diversity, and Inclusion
Professional Practice Guideline

Jocelyn Peltier-Huntley, M.Sc., P. Eng.

April 25, 2023

Draft EDI PPG

Session Purpose

- To share the proposed content of the draft guidelines and seek input on topics, examples, and scenarios

Agenda

- Prairie Catalyst's Approach
- PGO's 2021-Member Survey
- PGO's EDI PPG Draft
- Feedback

Prairie Catalyst's Approach

Vision

Leading and inspiring positive change.

Mission

Creating awareness and remove roadblocks so that all can realize their full potential.

Values

- Collaborative and curious
- Establish common understanding
- Implement practical solutions

EDI Terminology

Diversity:

Measure of variety

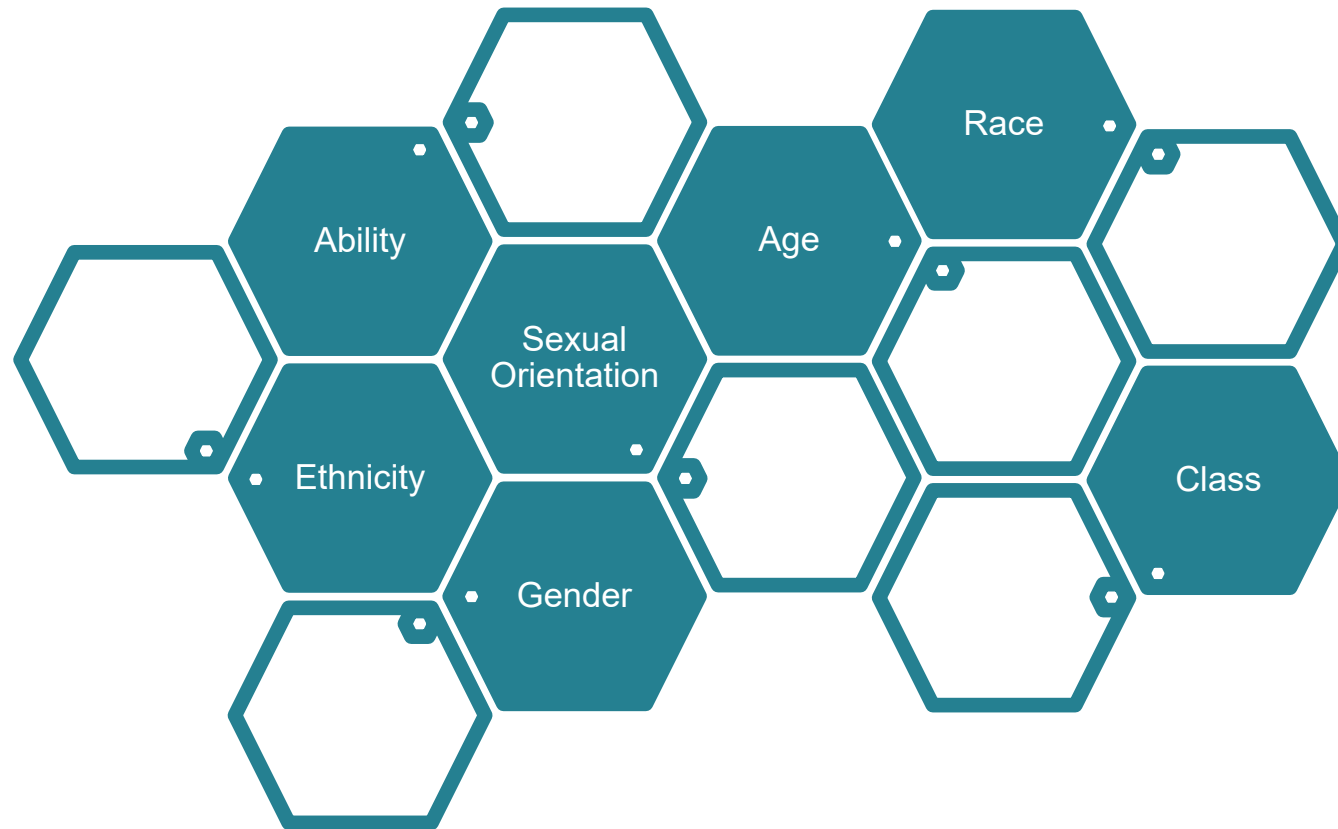
Inclusion:

is an active and intentional practice that acknowledges and celebrates our differences

Equity:

Means of fairness, according to ones needs

EDI: It's a Journey



Your journey is shaped by your:

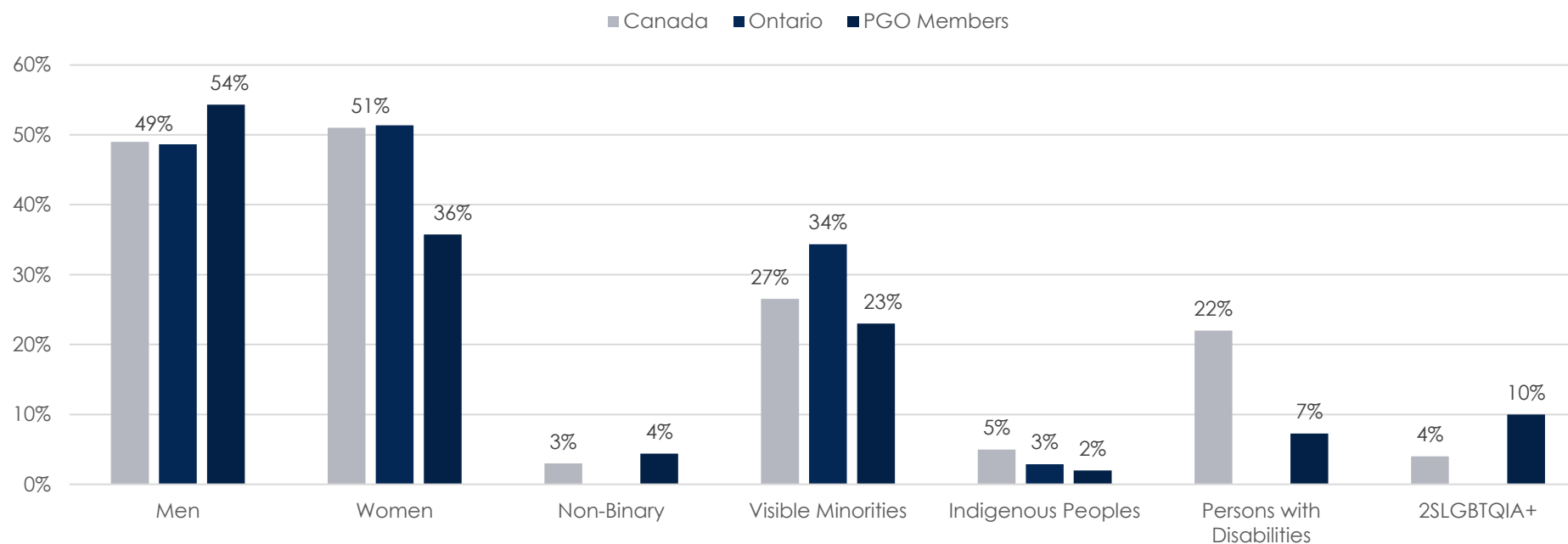
- Identity
- Experiences
- Awareness
- Knowledge
- Systems

PGO 2021-Member Survey

- 340 respondents
- Findings
 - *78% somewhat or strongly agreed that their workplace supports D & I*
 - *65% were aware of D & I initiatives in their organizations*
 - *70% believe PGO has a role to play in raising awareness*

Representation

Demographic Comparison of PGO Members¹ and Canadian and Ontario Population²



1. PGO. (2021). PGO 2021 diversity & inclusion survey report. <https://www.pgo.ca/uploaded/files/events/pgo-2021-diversity-and-inclusion-survey-report.pdf>

2. Statistics Canada. (2022a). LGBTQ2+ people. <https://www150.statcan.gc.ca/n1/pub/12-581-x/2022001/sec6-eng.htm>

Draft EDI PPG

The objectives of the EDI PPG are to:

1. Define EDI terminology.
2. Outline the role and position of PGO to foster EDI.
3. Summarize key social challenges faced by geoscience professionals and equity-deserving groups in our society.
4. Highlight applicable legislation related to EDI in the Ontario geoscience profession.
5. Outline actions and best practices that geoscience organizations and professionals can adopt to advance EDI.
6. Summarize reporting options to formalize complaints.

Equity-deserving Groups

Canada's *Employer Equity Act, 1995* defines the designated equity-seeking groups as

- Women,
- Indigenous peoples,
- Members of visible minorities,
- Persons with disabilities

Intersectionality:

There are multiple forms of inequity and oppression that individuals may experience based on different facets of their identities

Applicable Legislation

- Professional Geoscientists Act, 2000
 - *Code of Ethics of Professional Geoscientists, O. Reg. 60/01*
 - *Disciplinary Matters – Complaints and Disciplinary Proceedings Relating to the Practice of Professional Geoscience, O. Reg. 258/02*
- Ontario Human Rights Code, R.S.O. 1990
- Ontario Pay Equity Act, R.S.O. 1990
- Occupational Health and Safety Act, R.S.O. 1990

Types of Inequities

- Discrimination
- Harassment
- Bullying
- Bias
- Microaggressions
- Lateral Violence

Did you know?

52% of PGO members on the 2021 survey had experienced inequity within academic or work environments.

Actions to Foster EDI

Geoscience Organizations

- Policies and programs:
 - *Workplace Violence and Harassment Prevention*
 - *Human rights strategy (accommodations & reporting)*
 - *Pay equity*

Geoscience Professionals

- Know your workplace policies & programs (accommodations & reporting)
- Know your professional obligations (reporting misconduct to PGO)
- Establish a practice of inclusion

Allyship

- Is a practice where those with relative privilege and power support those who have been historically marginalized
- De Souza and Schmader distinguish between reactive and proactive allyship behaviours

Allyship

Work Environment	Reactive Allyship	Proactive Allyship
<p>In Offices</p> <p><i>Key challenge: Differences in work allocation or opportunities may prevent career advancement for underrepresented individuals</i></p>	<ul style="list-style-type: none"> • Ensure people receive credit for their ideas by highlighting their contributions and accomplishments 	<ul style="list-style-type: none"> • Mentoring a professional from an underrepresented group • Take bystander awareness training to be prepared for reactive allyship opportunities
<p>Field or Site Work</p> <p><i>Key challenge: Lack of adequate toilet facilities in remote locations</i></p>	<ul style="list-style-type: none"> • Establish a safe, private, clean place for fellow workers to relieve themselves and/or change menstrual products 	<ul style="list-style-type: none"> • Plan for washroom access as part of work planning and communicate expectations on available facilities to the team ahead of time

Reporting

- How to document inequities
- Making a formal complaint

Did you know?

A 2018 study found only 22% of discrimination and harassment incidents in Canadian mining were formally reported.

Reporting

- How to document inequities:
 - *What happened*
 - *When did it occur*
 - *Who was involved*
 - *Where did it occur*
 - *Retain evidence*
- Making a formal complaint:
 - *Within geoscience organizations*
 - *To PGO*
 - *To Ontario Human Rights Tribunal*

What's Next

- PGO's EDI Professional Practice Guideline will be available pending the review and approval by PGO's Professional Practice Committee and subsequently by the PGO Council
- Expect future updates as we progress on our journeys

We welcome your feedback

To submit written comments or suggestions for the guideline, please send them to info@pgo.ca with the subject line “**EDI Comments**”.

Presentation 2

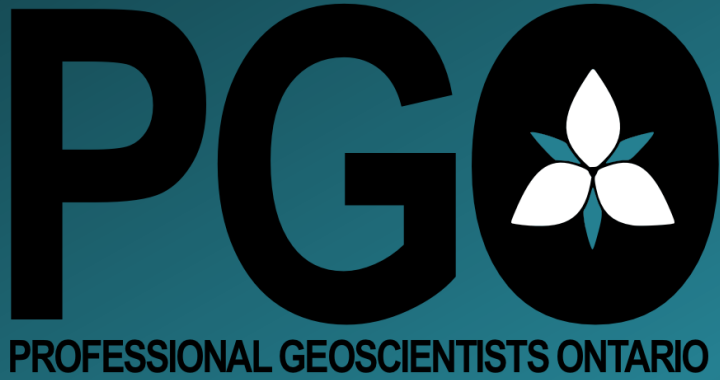
Creating inclusive
spaces for
Indigenous
Peoples in the
STEM
professions



**Jessica Vandenberghe,
P.Eng., M.Sc.**

Industrial Chair - Indigenous
Engineering
Civil and Environmental
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University of Alberta

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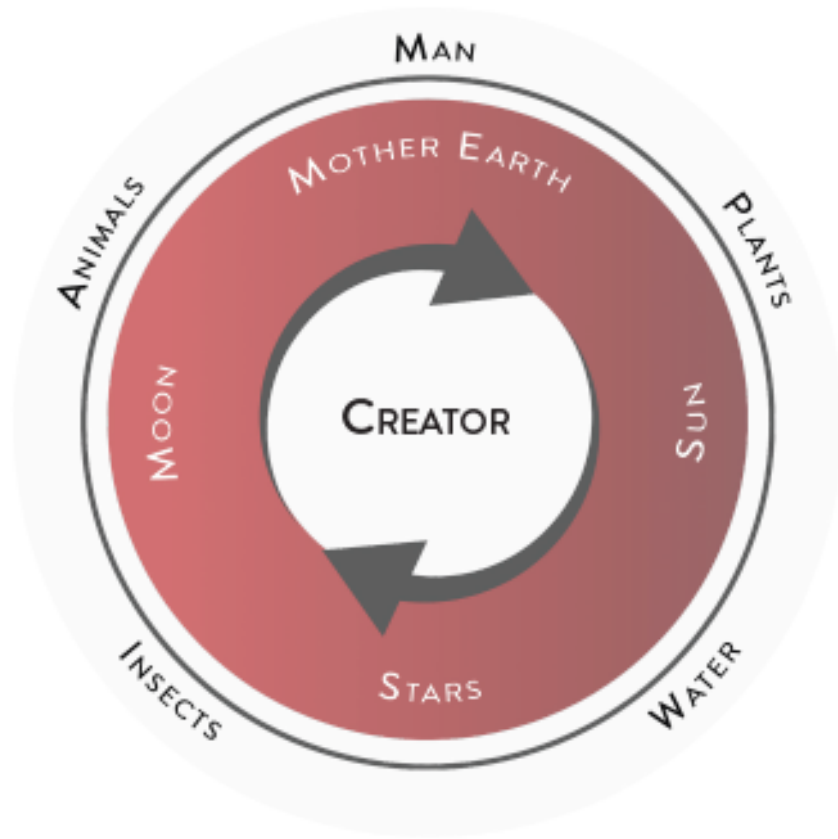
Creating inclusive spaces for
Indigenous Peoples in the STEM
professions

Jessica Vandenberghe

April 25, 2023



INDIGENOUS WORLDVIEW



Collectivism
Shared Wealth

WESTERN WORLDVIEW



Individualism
Accumulated Wealth

Indigenous ways of knowing

Indigenous Context

- Follows Natural Law
- Follows teachings like *All My Relations*
- Grounded in Seven Sacred Teachings / Grandfather Teachings: humility, courage, respect, honesty, truth, wisdom, love
- Oral teachings provide context and opportunity to practice and reflect

Inclusive Practice

- Consider who owns the knowledge and intellectual property
- Consider language translation
- Ensure fair compensation for knowledge and lived experience

Indigenous ways of being

Indigenous Context

- Sees and cares for the whole person – physical, emotional, mental, and spiritual selves
- Follows the teachings of inter connectedness
- Follows the teachings of of everything with the Seven Generations teaching

Inclusive Practice

- Indicators of safe and brave places:
 - *Land Acknowledgements*
 - *Place and time to practice ceremony*
 - *Recognition of awareness days*
- Land based / community based

Indigenous ways of relating

Indigenous Context

- Humility is the first teaching – in which we work in service of others, for the collective rather than ourselves
- Reciprocity is key – seen in behaviours like gifting
- Silence does not equate to not knowing but rather letting others experience on their own

Inclusive Practice

- Be Truth and Reconciliation trained and walk with awareness
- Take into account socioeconomics and inter generational trauma
- Create reciprocal encounters – learning and experiencing together

Indigenous ways of doing

Indigenous Context

- Relationships / kinship comes first, which mean time is not a priority
- Following Natural Law means land based / community based are important
- Ceremony is part of everything

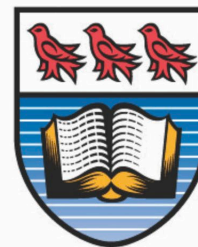
Inclusive Practice

- Know and have readily available protocol and traditional medicines
- Support Indigenous businesses and community
- Show respect through accountability
- Build space for ceremony

Make changes to systematic issues

- Consideration for recruitment, hiring processes, performance management
- Consideration for equitable policies
 - Bereavement
 - Access to health supports and benefits
 - Access to Indigenous healers, traditional medicines, ceremony fees and supplies, and travel expenses
 - Dependents that are not direct relations

THANK YOU



**University
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Jessica Vandenberghe



UnSettled: Journeys in Truth and
Conciliation

Presentation 3

Toronto Region Conservation Authority's (TRCA) People First DEI Strategic Playbook



Darryl Gray

Director of Education and Training
Toronto and Region Conservation
Authority



Natalie Blake

Chief Human Resources Officer
Toronto and Region Conservation
Authority

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Diversity, Equity and Inclusion Strategy

Darryl Gray & Natalie Blake

April 25, 2023

Agenda

- DEI Strategy Development
- DEI Governance Model
- TRCA's DEI Strategic Playbook
- DEI Strategic Pillars
- DEI Action Plan Review - Sample
- Next Steps for TRCA

DEI Strategy Development



- Established DEI strategy project team.
- Identified DEI Gaps & Challenges
- Reviewed the organization's broader strategic goals and priorities.
- Completed the *DEI Assessment*.
- Defined: Diversity, Equity and Inclusion

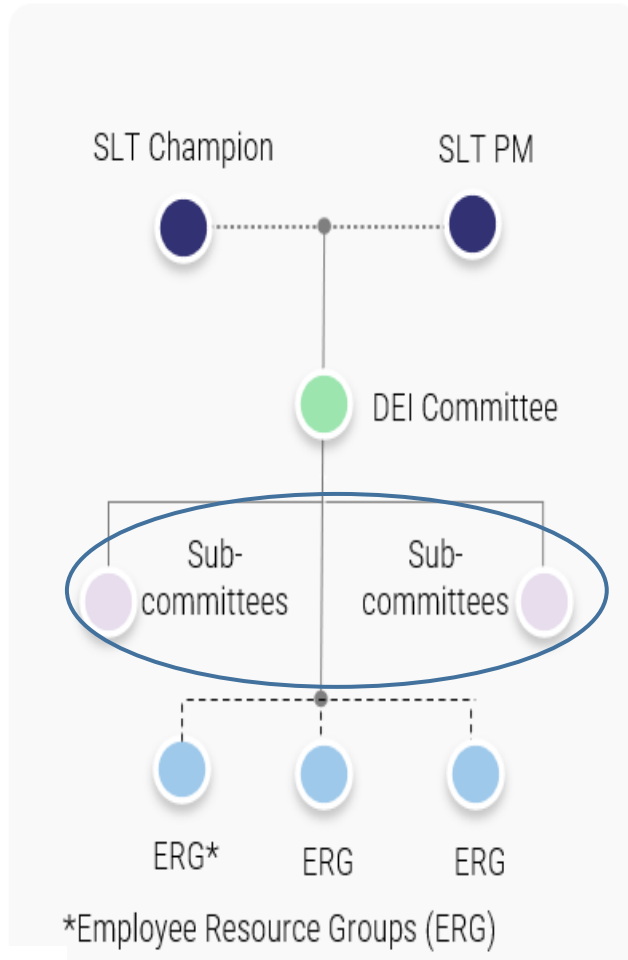
DEI Strategy Development



- Gathered external data to understand the broader DEI landscape.
- Conducted SWOT analysis.
- Needs assessment for DEI advanced training
- Recommended DEI Governance Model
- Defined the overarching purpose for DEI
- Determine strategic pillars
- Identify goals and metrics
- Finalize DEI People First Strategy

TRCA's DEI Governance Model

Roles and Accountabilities



Champion

- Sets the tone at the SLT level to ensure DEI is an organizational priority
- Ensures DEI strategy is aligned to business goals
- Promotes and encourages DEI initiatives
- Holds people managers accountable for actioning DEI initiatives

SLT PM

- Works with SLT/SMT to secure and aligns the project with TRCA priorities
- Manages Strategic Plan progress & DEI Committee
- Champions the culture architecture and employee experience design

DEI Working Committee (Core Team)

- Supports the development and implementation of TRCA's DEI strategy/initiatives
- Liaises with management on achieving strategic DEI priorities
- Fosters and supports inter-committee partnerships between DEI subcommittees and ERG's
- Serves as a channel for upward feedback on DEI from employees

DEI Sub-committees (occurring organically)

- Work under the larger DEI committee to support/implement the strategy at a divisional and business-unit level
- Promotes DEI initiatives with ERG's and supports ERG's

ERGs

- Operate under the oversight of the DEI Working Committee to create safe spaces for diverse groups of employees (e.g., POC, LGBT2QIA+, women, single parents etc.)
- With the support of the DEI Working team, organize and implement DEI initiatives
- Identifies opportunities to participate in DEI initiatives
- Act as allies to other ERGs



PEOPLE-FIRST
DIVERSITY, EQUITY AND INCLUSION
STRATEGIC PLAYBOOK



DEI Purpose Statement

TRCA values and respects the contributions that diverse perspectives, experiences, voices and ideas bring. TRCA is committed to ensuring that our employees have continual opportunities to:

- Realize their full potential as individuals, while being respectful of the individuality of others
- Support and foster an inclusive working environment
- Deliver equitable, accessible and inclusive programs and services that reflect the diversity of our jurisdiction

DEI Strategic Pillars

Strength DEI Competency

Initiatives focus on improving organizational ability to understand, appreciate, and interact with persons from different backgrounds and belief systems to empower employees to respect one another and work effectively together.

Incorporate Inclusion into TRCA's Employee Life Cycle

Initiatives focus on embedding inclusion and equity into all phases of TRCA's employment lifecycle.

Integrate DEI into TRCA's Strategic Plan, Program Development and Delivery

Initiatives focus on ensuring that TRCA's strategy, programs and plans are reflective and representative of the diverse communities we serve.

Enable DEI Measurement

Initiatives focus on utilizing DEI metrics and data to support effective strategic organizational priorities and decision making.

Building Inclusive Leadership Capacity

Initiatives focus on enabling leadership to build a culture that is supportive and embraces inclusion.



Pillar 1 – Strengthen DEI Competency

Strengthen DEI Competency

Organizational ability to understand, appreciate, and interact with persons from different backgrounds and belief systems to empower employees to respect one another and work effectively together.

INITIATIVE	DESCRIPTION	INTENDED OUTCOME	TIMELINE
Mandatory DEI Training	<ul style="list-style-type: none"> • DEI skill and competency development 	<ul style="list-style-type: none"> • Develop a shared understanding of diversity, equity and inclusion and their components • Ensure all staff can participate and achieve at their highest potential 	2022
Cultural Observance and Acknowledgement	<ul style="list-style-type: none"> • Implement cultural observances, celebrations, and acknowledgements 	<ul style="list-style-type: none"> • Allow diverse groups of employees to feel included and creates a sense of belonging • Visible demonstration and observance of diversity and inclusion 	2022
DEI Communications Strategy	<ul style="list-style-type: none"> • Build a long-term communications plan for sharing of DEI's People-First DEI Strategic Playbook • Ensure marketing materials internally and externally reflect diverse group of people 	<ul style="list-style-type: none"> • Understanding of DEI actions coupled with a shared understanding of the dimensions of diversity, equity and inclusion 	2022
Fostering the Development of ERGs	<ul style="list-style-type: none"> • Develop a framework and Charter for ERGs • Utilize DEI Working Group to introduce ERGs 	<ul style="list-style-type: none"> • ERGs are intended to provide employees with shared backgrounds or interest with a safe space to connect and network 	2023
Continued Expansion of DEI Network and Partnerships	<ul style="list-style-type: none"> • Expanded utilization of DEI network and partnerships 	<ul style="list-style-type: none"> • Increased knowledge and capacity aligned with TRCA partners that improve and influence policy, programs and processes 	2023
Policy Review from a DEI Lens	<ul style="list-style-type: none"> • Upon policy renewals, policy owners to review each policy from a DEI lens (use of pronouns, inclusion terms etc.) 	<ul style="list-style-type: none"> • TRCA's guiding principles identified in our policies will be reflective of a diversity, equity and inclusion 	2024

Build Cultural Competency – *Mandatory DEI Training*

Initiative owner: Natalie Blake & Danielle Festa

Initiative start date: September 2021 and anticipated completion date: Q1 2022

Description

- Develop skills and behaviours of all TRCA employees for a shared understanding and respect for diversity, equity and inclusion

Implementation Actions

- Scope training requirements and learning objectives
- Sources training vendors
- Build TRCA specific content aligned to the DEI Strategy
- Rollout training
- Training evaluation

Metrics

- Engagement Survey Results

Intended Outcome

- TRCA employees are provided with the resources and tools required to foster a diverse and inclusive work environment
- Employees become agents of change for a more diverse, equitable and inclusive workplace
- Ensure all staff are able participate and achieve at their highest potential

Next Steps

- Transition from Working Group to Operational Committee
- Provide regular all-staff DEI updates
- Continue to facilitate advanced level training
- Regular updates to TRCA SLT and Board of Directors



Thank you

Panel Discussion

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Panel Discussion

What measures can employees take that would encourage inclusivity within their team/organization?

Panel Discussion

What are some ways an employee at an organization could be a champion of EDI?

Panel Discussion

What are your thoughts on comments from leadership such as “We just hire or promote the best person for the job, regardless of race or gender”?

Panel Discussion

What is your biggest piece of advice for getting started with EDI?

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Panel Discussion

How can employees get the entire company—including leadership teams—on board with EDI initiatives?

Panel Discussion

What are some lessons learned/challenges related to the implementation of EDI initiatives/programs?

Panel Discussion

Can you offer advice or suggestions to encourage developing a representative workforce, and avoiding tokenism during recruitment?

Panel Discussion

With the increased need for connection stemming from the isolation of the pandemic, how can an organization offer meaningful measures of belonging to its EDI program?

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Q & A Session

Use the dialogue box to submit your questions.

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We need your feedback.

Please complete the online survey.

Click on the SURVEY tab on your screen.

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Symposium contact information

Marilen Miguel
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Panel Session D

Qualified Person: Not Just a Pen for Hire

April 27, 2023
10:00 a.m. to 12:00 p.m. ET

Co-Chairs



Craig Waldie, P. Geo., FGC
Ontario Securities Commission



Hannah Chessell, P. Geo.
Geosyntec Consultants

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