

CACE Human Rights Committee: Anti-Racism and Anti-Oppression Webinars Series – Fall 2021

What's In It for Me? DEI in Workplaces

Creating “Buy-In” to Move Toward a Sustainable Approach to Equity, Diversity and Inclusion (EDI)



Date: **September 27, 2021**

Time: **12:00 pm – 1:30 pm EDT**

Cost: **Complimentary to all Current CACE Members**

Chair: **Shandra Czarnecki**, MLT Aikins LLP

Speakers: **Nikki Gershbain**, Chief Inclusion Officer of McCarthy Tetreault, **Kenneth Fredeen**, Former General Counsel Emeritus, Senior Partner Indigenous and Accessibility, Deloitte LLP, and **Bethany McKoy**, Manager, Legal Recruitment & Development Lenczner Slaght

Although many of us agree that EDI is simply the right thing to do, education and buy-in are critical to the successful implementation of any EDI strategy. A commitment to EDI results in significant, tangible and immeasurable benefits for organizations, including enhanced workplace culture, more successful recruitment and retention, and a stronger bottom line. For that commitment to be achieved and for those benefits to be realized, it is critical that the value of DEI be broadly understood within an organization. In this session, we will dive into the business case for EDI. Our experienced panelists will explore this from several perspectives: the value of EDI to the business, to clients, to employees and to the public at large.

To register, please click on the registration link below or copy and paste it into your browser <https://attendee.gotowebinar.com/register/7390276563890225167>

Birds of All Feathers

Understanding power and privilege, unconscious bias and cultural homophily; and transforming this understanding into positive change



Date: **October 19, 2021**

Time: **12:00 pm – 1:15 pm EDT**

Cost: **Complimentary to all Current CACE Members**



Chair: **Melanie McNaught**, Filion Wakely Thorup Angeletti LLP

Speakers: **Jay Sengupta**, Jay Sengupta Dispute Resolution & **Jack Braithwaite**, Weaver Simmons **LLP**

You’ve likely heard the old saying “Birds of a feather flock together.” There is some evidence that people, like birds, tend to form groups with those who are like them. If true, what implications does that have for DEI initiatives in the workplace? This second webinar in the series will explore key concepts in DEI, including privilege, unconscious bias, and cultural homophily, and how they can impact workplaces. In addition, our experienced panel will discuss how to use this understanding to create workplaces where birds of all feathers fly together.

To register, please click on the registration link below or copy and paste it into your browser <https://attendee.gotowebinar.com/register/7405763185167594255>

Microaggressions, Microaggressions Everywhere

Identifying microaggressions, understanding the impact of daily verbal, behavioural and environmental indignities and learning how to disrupt them



Date: **November 16, 2021**

Time: **12:00 – 1:30 pm EDT**

Cost: **Complimentary to all Current CACE Members**

Chair: **Mark Crestohl**, Accenture Inc.

Speakers: **Jamile Cruz**, Founder and CEO, I&D 101, **Sacha De Klerk**, Head of Diversity & Inclusion, Norton Rose Fulbright Canada, **Laura Williams**, Founder and Principal, Williams HR Law

While microaggressions are often thought of as not as serious as harassment or discrimination, their impact on the target/victim and on the broader workforce can be at least as harmful. Three inclusion and diversity experts will draw upon their experiences working with organizations and their leaders as they explain how addressing microaggressions requires a different approach than has been deployed to address discrimination and harassment. Learn how anti-discrimination and harassment policies can be strengthened, how to engage leaders and bystanders to disrupt microaggressions and to protect employees from third parties such as clients, customers and vendors.



To register, please click on the registration link below or copy and paste it into your browser
<https://attendeegotowebinar.com/register/2285355126800923919>

