

Bottom Line 2020 SCHEDULE – Online Version

WORKPLACE MENTAL HEALTH CONFERENCE

Dismantling Barriers, Opening Doors: Inclusion at Work

DAY 1 Monday, October 5, 2020	
8:30 – 9:00	Morning Coffee & Networking Grab your tea or coffee and log on to see who else is here!
9:00 – 9:15	Conference Opening & Welcome Welcome! Join Kathryn Gretsinger, Emcee and Stacey Ferguson of the Qayqayt First Nation to acknowledge territory, introduce you to the conference site and start our day together in a good way.
9:15 – 9:40	Now Change Everything! The 2020 Workplace How are we all doing? The COVID-19 pandemic has impacted the workplace in ways large and small. CEO Jonny Morris will lead a conversation on the challenges of working for a living in 2020, and how some organizations have responded.
9:40 – 10:20	Keynote: Marni Panas – the power of social inclusion Marni is a diversity and inclusion professional dedicated to creating safe, welcoming, and inclusive environments especially for the LGBTQ population. Most recently she was a member of the LGBTQ2 Apology Advisory Council which helped draft the apology delivered in the House of Commons on Nov 28, 2017 to LGBTQ people in Canada. With Q&A
10:20 – 10:30	<i>Break -- See you in ten minutes!</i>
10:30 – 11:00	Your Action Plan– breakout groups Reflect on what you've heard, share what you know and start thinking about what it all means for you in your workplace. This small discussion group is set up so you can meet others "face to face" and get your ideas flowing. Start developing your own action plan and hear what other people and organizations are doing.
11:00–11:30	Inclusion at work What does inclusion really mean, how does it feel and what is the impact? Working people with lived experience of mental health in the workplace start off our conference learning. Join firefighter Christie Bruce, poet James Witwicki of Megaphone and writer and peer worker Curtis Neil for their insights and reflections. Video, panel & discussion.
11:30 – 12:00	Lunch break
12:00 – 1:15	Learning Workshops, Day One Choose from three relevant, timely workshops presented by leaders in workplace mental health A) Getting up to Standard in your Workplace Whether you are a small, large, public, private, unionized-or-not workplace, throughout Canada organizations are taking mental health in hand as part of their new reality. A global first, "The Standard", is a set of workplace voluntary guidelines, tools and resources to prevent psychological harm, and promote psychological health. Cover the basics – what The Standard is, what it isn't, and how you can begin using it in your workplace right now. Workshop delivered by Sheila Moir, BC Fed Health & Safety Centre B) Deepening community with peer support programs Learn the principles of successful peer support and some different program models available for your workplace. Workshop facilitator Trudi Rondou, Worksafe BC with Steve Farina, BC Professional Firefighters Association; Alison Gailus, Vancouver Police Department; Lindsay Kellosalmi, Ambulance Paramedics of BC; Amber Sawkins Worksafe BC
1:15 – 2:00	Afternoon Plenary: Tools for Action Hear back highlights from the other workshop sessions and engage, before a talk from MaryAnn Baynton of Workplace Strategies for Mental Health. She will introduce you to current the free resources and policy tools available for workplaces implementing the National Standard for Workplace Mental Health.

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DAY 2 Thursday, October 6	
8:30 – 9:00	Networking Breakfast Start off the morning with casual Zoom chat with other attendees
9:00 – 9:30	Morning Plenary Session Let's get to it! What are your thoughts as you come back to day two of our conversation? Share what you are thinking and hear from others before a talk from Laird Cronk, President, BC Federation of Labour. Laird brings a fresh voice on workplace mental health and a deep passion for inclusion of all workers.
9:30 – 10:15	But I Was Wearing a Suit --Ardith Walpetko We'dalx Walkem Indigenous and racialized workers experience some of the most severe exclusion at work, in many forms. Lawyer and speaker Ardith Walkem will speak about how colonization continues to affect the lives of indigenous people, and will share some of the stories she curated in her video project <i>But I Was Wearing a Suit</i> to help us better understand racism, colonization and microdiscrimination. With Q & A
10:15 – 10:25	<i>Break -- See you in ten minutes!</i>
10:25 – 10:45	An Indigenous model for engagement This exciting grassroots workplace diversity and inclusion program will share some learnings from their Indigenous model for engaging student and community diversity. Zaa Joseph & Shannon Kelly, BCIT Diversity Circles
10:45 – 11:10	Responding to racism in the workplace Elevate Inclusion Strategies Parker Johnson
11:10 – 11:30	Your Action Plan - Breakout groups Part II of a small group discussion to reflect on what we've heard and work together to develop your priorities for action.
11:30 - 12:00	Lunch break
12:00 – 1:15 Day Two, Workshops	Learning Workshops, Day Two Choose from three relevant, timely workshops presented by leaders in workplace mental health A) Taking Action to Address Psychological Health and Safety –Organizations that start addressing psychological health and safety often identify barriers to taking concrete action. Using The Standard as a guide, learn how to develop an action plan based on your organization's needs and resources, in order to set the stage for success. This session will provide a hands-on opportunity for participants to begin developing their own action plan using a variety of easy-to-use tools and resources, guided by experts in the field. Delivered by delivered by Lucette Wesley, Pacific Blue Cross. B) Diversity and inclusion at BCIT: The Diversity Circles Program BCIT's Diversity Circles is an Indigenous model for post-secondary teachers and academic staff to utilize professional mentoring and community outreach for engaging student and community diversity At its core, an Indigenous model is best suited for this project as it inherently reflects the complexity, diversity, and interconnectedness of life. It provides a necessary counterpoint to traditional institutional thinking, which is driven by the "normalization" of educational outcomes. When educational approaches are purely outcome-based, they tend to lead to a deficit model, where students don't measure up and are "weeded out." In contrast, a more process-oriented approach leads to a strengths-based model, allowing individuals to use their own strengths and gifts to succeed on educational paths. Join us to see the model in action and participate in Diversity Circles for yourself. Workshop facilitators: Zaa Joseph, Kyla Epstein & Shannon Kelly of BCIT Diversity Circles. C) Supportive Return to Work Strategies & Policies for Workers with Substance Use Disorders Understanding the multidimensional and complex connection between mental health and substance use disorder is a crucial step in the pathway to recovery. Workplace barriers such as stigma, exclusion, and outdated policies can hinder mental health and/or early identification and management of substance use

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	<p>at the workplace. A clear, well-informed and appropriate substance use policy and return to work agreement process can remove such barriers thereby promoting better worker psychological health and workplace safety. Join us to learn about the tips and strategies to create or optimize your workplace's substance use policies, procedures, and best practices to be inclusive, supportive and effective. Workshop delivered by Dr. Aamir Bharmal, Medical Health Officer, Fraser Health.</p>
1:15 – 1:45	Closing plenary