Can Diversity be our Strength? Stereotype Threat, Faultlines and Critical Mass (Eddy Ng)
October 19th, 2017 at 9:30am
Workforce diversity is a double-edged sword and can be perceived as having a positive or negative impact on group processes and organizational outcomes. Those who hold a resource based view see diversity as an opportunity that enhances creativity and innovation, while those who hold a social contact perspective see diversity as a source of conflict that threatens group cohesion. In this presentation, we will explore diversity in relation to stereotype threat, fault lines, and critical mass, and how diversity can be a source of strength when properly managed.

Eddy Ng is the F.C. Manning Chair in Economics and Business and Professor of Organizational Behaviour at Dalhousie University. His research focuses on managing diversity for organizational competitiveness, the changing nature of work and organizations, and managing an intergenerational workforce. His research has been funded by SSHRC and Canadian Studies grants. He frequently comments on popular media outlets such as the CBC, CTV, Global News, the Globe and Mail, Financial Post, Canadian Business, and MacLean’s. He has worked at the TD Bank Financial Group in commercial banking, domestic planning, corporate audit, and group human resources at the head office in Toronto.

Conducting Workplace Investigations (Krista Smith)
October 19th, 2017 at 11:00am
Dealing with complaints of harassment, bullying and discrimination in the workplace is becoming common fare for human resources practitioners. In this session we’ll discuss key considerations and the assessments necessary when properly responding to complaints. Topics covered will include initial assessment and determination of the right process for the situation, the legal bases for workplace investigations, practical considerations to minimize cost and disruption to the workplace during an investigation, and implementing investigation results, including restorative approaches.

Krista Smith is a labour and employment lawyer at Barteaux Durnford in Halifax with a growing practice as an independent workplace investigator, focusing on complaints of harassment, discrimination, and other workplace misconduct. Outside of her workplace investigator practice, she concentrates on administrative law and appellate advocacy, and is frequently involved in judicial reviews, labour arbitrations, interest arbitrations, workers' compensation claims, human rights complaints, and wrongful dismissal claims.

Aboriginal History Blanket Exercise (Debbie Eisan)
October 19th, 2017 at 1:00pm
The Aboriginal History Blanket Exercise is an interactive learning experience that teaches the Indigenous rights history we’re rarely taught. Developed in response to the 1996 Report of the Royal Commission on Aboriginal Peoples—which recommended education on Canadian-Indigenous history as one of the key steps to reconciliation, the Blanket Exercise covers over 500 years of history in a one and a half hour participatory workshop.
Debbie Eisan is Ojibway Anishinabee kwe from Batchewana First Nation in Ontario. She retired from the Canadian military after 36 years. Also a recipient of the Queen's Diamond Jubilee Medal, Deb received the National Aboriginal Women in Leadership Foundation Award of Distinction in 2004. She serves as the community planner for the Mi’kmaw Native Friendship Centre in Halifax.

Immigration Process for Employers (Marlo Shinyei & Karin McLay)
October 19th, 2017 at 3:00pm
International recruitment is a highly technical and quickly changing area of practice. In this presentation, Marlo and Karin will provide an overview of Standard Labour Market Impact Assessment (LMIA) - exempt international visitors to the University, new immigration categories under Immigration, Refugees and Citizenship Canada’s Global Skills Strategy, current LMIA requirements and the role of the University in assisting individuals with immigration applications.

Karin McLay joined Dalhousie’s Department of Human Resources as an Immigration Advisor earlier this year. Prior to this, she worked as a lawyer in Dalhousie’s Legal Counsel Office providing advice on various academic and administrative legal issues within the University.

Marlo Shinyei is a human resources professional and Regulated Canadian Immigration Consultant (RCIC) with over a decade of experience in the higher education sector. Her areas of expertise include faculty recruitment, immigration, employment equity, as well as academic labour relations.

Trans Inclusion: Rethinking Gender (Nolan Pike)
October 20th, 2017 at 9:00am
This workshop will help participants gain a better understanding of how to foster an environment that is welcoming for transgender and gender variant individuals. Topics will include terminology and respectful use of language. We will explore basic concepts such as the difference between sexual orientation and gender identity, as well as take a deeper look at the nuanced barriers faced by Trans people. The workshop will explore practical strategies to make spaces more welcoming and debunk common misconceptions about transgender communities. In all workshops I seek to create a comfortable and fun environment, where participants are able to ask questions and learn through discussion.

Nolan Pike has been an LGBTQ+ community educator for over six years. He has travelled internationally working with schools and other organizations to build more inclusive environments for the LGBTQ+ community. Nolan has conducted hundreds of workshops and worked with countless inspiring allies from diverse sectors, such as public and private schools, post-secondary institutions, businesses, hospitals, law-enforcement, government, camps, shelters, women’s centers, and other not-for-profit organizations. As a writer and comedian, Nolan believes in the power of storytelling to create change and endeavors to create learning environments that are as enjoyable as they are informative.