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# **Pride at Work Canada Workplace Summit 2018**

**Event Guide**  
[prideatwork.ca/summit](http://prideatwork.ca/summit)

# Welcome to Pride at Work Canada Workplace Summit 2018!

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## Statement from the Prime Minister of Canada



It is with great pleasure that I welcome you to the Pride at Work Canada Workplace Summit in Toronto, presented and hosted by Scotiabank.

During this Summit, we must not only celebrate the progress we have made, but also recognize those that came before us and the work we still have ahead of us. The journey towards equality has not been easy, and generations of Canadians have lived and worked under intense discrimination to ensure that life could get better for those who came after. We must honour them by redoubling our commitment to fight bigotry and discrimination of any form. Together, we fight for a better future.

Thank you to the organizers of this amazing event, and to all of you who are in attendance to participate in and support this worthwhile cause.

Please accept my warmest welcome and best wishes for a successful Summit!



Ottawa  
2018

## A Personal Message from the Premier



On behalf of the Government of Ontario, I am very pleased to extend warm greetings to everyone taking part in Pride at Work Canada's Workplace Summit. I am honoured that Ontario is playing host to this event.

I want to thank Pride at Work Canada and lead sponsor Scotiabank for making this summit possible. I am delighted that human resource professionals, diversity practitioners and LGBTQ2+ community members will have the opportunity to network, hear from experts and put forward ideas about working collaboratively to remove employment barriers faced by Canada's LGBTQ2+ community.

I applaud summit participants for their commitment to learning more about the employment challenges faced by colleagues who identify as LGBTQ2+ and about the steps that we all can take to recognize LGBTQ2+ employees as a vital part of a diverse and inclusive workforce.

To those visiting Toronto: I offer you a warm welcome to our province's capital. I hope you enjoy the city's many exciting attractions and vibrant cultural life. I offer my best wishes to all participants for a memorable and productive day of discussion.



Kathleen Wynne  
Premier

## Message from the Mayor



It gives me great pleasure to extend greetings and a warm welcome to everyone attending Pride at Work Canada's Workplace Summit.

Today's event provides attendees with education and leadership tools to foster a workplace culture that recognizes LGBTQ2+ employees as part of a diverse and effective workforce.

The City of Toronto is at the forefront of efforts to eliminate racism, sexism, homophobia, transphobia and hate crimes while empowering individuals and communities to stand up against hatred, intolerance and discrimination. For these very reasons, I am proud that events like this are taking place in our city.

On behalf of Toronto City Council, please accept my best wishes for informative and enjoyable event.

Yours truly

A handwritten signature in black ink, appearing to read "John Tory".

John Tory  
Mayor of Toronto

## Welcome from Pride at Work Canada



On behalf of the staff and board of Pride at Work Canada I wish you a warm welcome to our 2018 Workplace Summit, hosted by Scotiabank in Toronto. "Diversity our strength" is the motto in our home city, where over half of residents' first language is something other than English. We understand, however, that diversity is only part of the equation. The best employers understand that along with promoting diversity they must foster cultures of inclusion. Even in a diverse community like Toronto, a city that holds one of the world's largest Pride celebrations, over half of people who identify as LGBTQ2+ are not out to everyone they work with. This event is our annual opportunity to convene those who are leading the charge to erase this statistic by creating welcoming and inclusive work environments that encourage employees to bring their whole selves to work. The progress our community has experienced over the past few decades is astonishing, but despite growing public support and acceptance LGBTQ2+ people continue to face significant barriers to employment in Canada. By gathering to learn how we can confront these challenges together we honour our community's rich history of unity and pride. Thank you so much for joining us on our journey toward a nation where LGBTQ2+ people can achieve their full potential at work.

A handwritten signature in black ink, appearing to read "Colin Druhan".

Colin Druhan  
Executive Director

# Agenda

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**8:00am–9:00am**      **Registration**  
Coffee, tea, light breakfast available

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**9:00am–9:15am**      **Opening Remarks**  
Conference Welcome from  
Pride at Work Canada and Scotiabank

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**9:15am–10:45am**      **Morning Plenary Session**  
*Expanding Gender Data Beyond M and F:  
Navigating a Way Forward to Drive Business Solutions*  
Drew Dennis and Kai Scott, TransFocus

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**10:45am–11:00am**      **Break**  
Coffee and tea available

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**11:00am–12:00pm**      **Three Breakout Sessions**  
*Attendees may choose one of three sessions*

**Session A**  
*Transformational Networks: Building Effective LGBTQ2+  
Networking Groups*  
Taylor Vanderway, Accenture /  
Troy Ungerman, Norton Rose Fulbright LLP

**Session B**  
*First Response: Being an Active Bystander*  
Dori Palmiere, Calgary Sexual Health Centre

**Session C**  
*Supporting the Journey: Transitions in the Global Workforce*  
Beck Bailey, Human Rights Campaign /  
Connie Rice and Kimberly Messer, IBM

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**12:00pm–1:00pm**      **Networking Lunch**  
Buffet lunch served

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**1:00pm–2:00pm**      **Three Breakout Sessions**  
*Attendees may choose one of three sessions*

**Session A**  
*An Inclusive and Affirming Workplace in Remote-Site Projects*  
Soledad Altamirano and Michael Chidane, Sodexo

**Session B**  
*Positive Space – Advocacy from the Ontario Public Service*  
Dorianne Emmerton and Binh Lu, The Ontario Public Service

**Session C**  
*No Jacket Required: Dress Codes and the Law*  
Barbara Warner, WarnerLaw

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**2:00pm–2:15pm**      **Break**  
Coffee and tea available

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**2:15pm–3:15pm**      **Afternoon Plenary Session, sponsored by Ryerson University**  
*Community Voices on Intersectional Approaches to  
LGBTQ2+ Inclusion*  
Panel Moderated by Annemarie Shrouder  
Panelists: Danielle Araya, The 519 /  
Jeansil Bruyère, AIDS Community Care Montreal /  
Muhammad Ashan, Rainbow Resource Centre

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**3:15pm–3:30pm**      **Break**

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**3:30pm–5:00pm**      **Keynote Speaker & Closing Remarks**  
*The Intersection of Global LGBT Visibility and  
Business Prosperity*  
Stuart Milk, The Harvey Milk Foundation

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**5:00pm–6:00pm**      **Closing Reception**  
You are invited to remain after the main conference for a  
networking reception, hosted by Scotiabank

## Morning Plenary Session

# *Expanding Gender Data Beyond M and F: Navigating a Way Forward to Drive Business Solutions*

Recent societal and legal shifts have brought trans issues and challenges to the forefront of diversity and inclusion efforts in Canada. In particular, questions of collecting gender data on forms and surveys with only binary responses of “female” and “male” has surfaced as an important issue to address, yet is surprisingly complex to resolve. Cautioning that it is not as simple as adding a third checkbox, Drew Dennis and Kai Scott of TransFocus will highlight common pitfalls that companies encounter in their efforts to expand gender categorization. They will share from their experiences working with employers to reconfigure gender data using a comprehensive systems approach, illustrating an innovative and rigorous process called Structured Decision-Making (SDM). Through this guided process, the presenters will surface understanding of issues at play and clarify the objectives of various internal and external stakeholders and will provide a case study with the post-secondary institutions of British Columbia that revealed often competing objectives. The presenters will provide examples of how SDM allows organizations across all sectors to strategically sort and prioritize these trade-offs to arrive at tailored solutions and will demonstrate the value of inclusive gender data that can drive employee engagement and business outcomes.

## Presenter Bios

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### **Drew Dennis**

Drew, along with Kai Scott, is a Principal Partner of TransFocus, a consulting firm providing transgender inclusion resources and expertise to employers and leaders across diverse industry sectors. TransFocus has worked with private and public sector organizations to support employee transitions in the workplace, to provide consultation on gender data collection, inclusive washroom design and signage, and more. Drew’s education in business at Western University prepared them to become a leader in understanding social impacts within the context of organizational bottom lines. With this knowledge, they have served LGBT communities as an accomplished executive leader for more than 20 years. As the co-founder of Out in Schools, they led the development and design of creative and engaging LGBT curriculum for high schools across BC. Tides Canada named Out in Schools one of the Top 10 Organizations in 2011 to build innovative solutions to complex social issues.

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### **Kai Scott, MA**

Kai facilitates processes to explore and develop solutions related to organizational challenges pertaining to gender. He applies his technical skills developed from over 10 years as a social scientist within the mining sector conducting social impact assessments. Combining these with his lived experiences as a trans man, he translates them from a resource development context for innovative use within corporate settings to address emerging and persistent gender diversity issues. He does so in an exploratory, evidence-based manner using a range of quantitative and qualitative tools, including multi-stakeholder consultation, systems review, and spatial analyses. He engages clients in transparent decision-making processes that allow diverse stakeholders to maximize buy-in and benefit. This results in the unlocking of some of organization’s fundamental and ongoing issues. He also helps demystify the often seemingly daunting topic of gender diversity in a reassuring manner, inspiring confidence, new vistas, and excitement in clients.

## Concurrent Morning Workshops

Choose one of three sessions.

### Session A

## *Transformational networks: Building Effective LGBTQ2+ Network Groups*

Network groups can be a real force for change in their workplaces, including influencing policy, changing culture and creating inclusive environments and activities. This session, facilitated by representatives from Norton Rose Fulbright LLP and Accenture, will encourage participants to consider how a network that focuses on connecting LGBTQ2+ employees and their allies can effect greater change in any workplace. Drawing from experience at two of Canada's leading diversity employers, the speakers will present practical ideas for new and mature networks alike about how participants can build and develop an influential and transformational group that allows employees to connect and network.

### Presenter Bios

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#### **Troy Ungerman, Norton Rose Fulbright LLP**

Troy is the Chief D&I Officer at Norton Rose Fulbright LLP, a Partner specializing in mergers and acquisitions and founder of the firm's Canadian Pride network with six thriving chapters across the country.

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#### **Taylor Vanderwey, Accenture**

Taylor is a Toronto-based Senior Manager and has been with Accenture for over five years working in a variety of technology related project and operations management roles within the transportation industry. In addition Taylor currently serves as the Accenture's Canadian LGBT Network Co-Lead.

### Session B

## *First Response: Being an Active Bystander*

Since 2009 the Calgary Sexual Health Centre has provided professional development training to over 25,000 professionals. This workshop, developed by the Calgary Sexual Health Centre in consultation with first responder organizations in Alberta, presents recommendations for creating a culture of respect for LGBTQ2+ individuals. Through an interactive facilitated discussion, participants will have the opportunity to explore cultural messages within first responder professions pertaining to gender roles, homophobia, transphobia, and sexism. Workplace harassment and safety will be examined, where participants can begin to unpack individual and social conditions that create unsafe and non-inclusive work environments.

### Presenter Bios

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#### **Dori Palmiere, Calgary Sexual Health Centre**

Dori is the Rural Training Centre Coordinator at the Calgary Sexual Health Centre. She has over a decade of experience volunteering and working with diverse populations, including persons with disabilities, older adults, and LGBTQ2+ youth. Dori obtained a Bachelor of Social Work from Dalhousie University and is currently working on her Masters of Social Work thesis at the University of Calgary.

## Session C

# Supporting the Journey: Transitions in the Global Workplace

Recognized as a global leader for implementing LGBTQ2+ inclusive programs and policies, IBM has been actively supporting employees who transition on the job for over ten years. This history has afforded IBM the opportunity to learn from the valuable experience of its employees. Participants will gain valuable perspectives from the leaders who have managed numerous workplace transitions on behalf of IBM around the world and hear the very personal experiences of employees who have transitioned at work or who are currently transitioning. Any organization without a clear workplace transition program, practice or strategy will leave this session with a clear example of best in class approach to take back to their company.

## Presenter Bios

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### **Beck Bailey, *Human Rights Campaign***

Beck is the Deputy Director, Employee Engagement, for the Human Rights Campaign (HRC), the largest lesbian, gay, bisexual and transgender (LGBT) civil rights organization in the United States. In HRC's Workplace Equality Program, Beck is focused on creating more LGBT inclusive workplaces through employee engagement, training and education.

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### **Kimberly Messer, *IBM***

Kimberly Messer is a member of IBM's Global Diversity Business Development organization, focused on LGBT markets for the United States and Canada. As a thought leader in diversity and talent management, Kimberly advises customers on how to leverage workforce diversity and human capital to improve workforce effectiveness, foster collaboration and stimulate innovation. In addition to working with IBM's clients on developing effective inclusion strategies, she is also responsible for IBM's strategic partnerships with LGBT+ community organizations across North America.

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### **Connie Rice, *IBM***

Connie began her career as an avionics technician supporting airborne electronic warfare systems in the US Marine Corps. She has been in the technology fields ever since and has worked across the United States and in Germany. After a bout with cancer in 2009, Connie transitioned in 2010 and over the next several years. She faced significant medical costs and became aware of the community of transgender people in her area and their struggles. Personally, she struggled to maintain her family and to pay an increasing price tag for her transition. Connie has become an activist for the LGBT and especially transgender communities in Virginia and is a member of Equality Virginia's Transgender Activist Speakers Bureau where she works to further community understanding of transgender issues. After joining IBM, she volunteered to help promote diversity and inclusion within the company.



## Concurrent Afternoon Workshops

Choose one of three sessions.

### Session A

## *An Inclusive and Affirming Workplace in Remote-Site Projects*

Remote-site projects are historically dominated by cisgender men in the trades. No matter what the trade, to be an openly LGBTQ2+ person in most of these working environments is to be singled out for unacceptable treatment. Longstanding stereotypes have resulted discriminatory practices and accommodation for LGBTQ2+ people in these environments is often assumed to be far too challenging to take on. In this workshop participants will learn from Sodexo's strong culture of diversity and inclusion and how it makes it easier to challenge the status quo. Presenters will review how the company's employee resource groups supports cultures across all locations and share a case study of one employee's transition.

## Presenter Bios

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### Soledad Altamirano

Soledad has twenty years of Human Resources experience and holds a BA from the University of British Columbia as well as various designations such as Workplace Conflict Certificate, Adult Education Certificate, Canadian Human Rights Commission (Certified Investigator), and certification from Queens University in workplace mental health. Soledad is also working towards obtaining her certification as a mediator. Soledad's passion is in Human Rights; having entered Canada as a political refugee in 1976. She firmly believes that as human beings we are all created equal in dignity and in rights.

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### Michael Chidane

Michael is a graduate of McMaster University with a BA in Psychology and joined Sodexo in 2008. He has over seven years of experience managing remote site camps in the energy and mining sectors. Michael's passion for diversity and inclusion has allowed him to build a strong relationship with clients and Indigenous partners. Before joining Sodexo he successfully managed food services at McMaster University and Hamilton Botanical Gardens.

## Session B

# *Positive Spaces: Inclusion, Advocacy and Public Service*

The Ontario Public Service's Positive Space Program is a volunteer-run collection of workshops and resources that empowers employees to demonstrate values of LGBTQ2+ inclusion on a daily basis, helping to change perceptions about the community and move organizational culture forward. In this workshop presenters from the Ontario Pride Network will discuss how the program has grown over time; both in terms of keeping abreast of developments in LGBTQ2+ understanding and in gaining political influence. Participants will also receive a roadmap to create and/or engage with similar initiatives. In addition, presenters will share their personal stories as LGBTQ2+ employees in the Ontario Public Service, as Positive Space Champions and as members of the Ontario Pride Network's executive.

## Presenter Bios

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### **Binh Lu**

Binh is a Senior Project Manager with the Information Management and Strategy Branch in the Ministry of Advanced Education and Skills Development. He joined the OPS Pride Network as a volunteer in 2010 and served as the Pride Network Chair from 2014-2016 before becoming the Chief Positive Space Champion from 2016-2018. He now sits as the chair of the Positive Space Advisory Board. He is passionate about promoting diversity within the OPS and the OPN, and identifies with those that continue to struggle to establish an authentic identity that straddles different dimensions of diversity.

### **Dorianne Emmerton**

Dorianne is a writer, theatre reviewer and radio host. She has a degree in Theatre and Drama Studies and reviews plays for "Mooney On Theatre". She was previously a host of the show "Sex City" on CIUT and has spoken on panels at the 2013 Playground Conference, Dare to Stand Out: Canada's National LGBTQ-A\* Service Providers' Summit, and "Stories, Perspectives and Conversations Beyond Sexual Binaries" hosted by Studio 180 Theatre. She is a regular feature at literary and storytelling events around Toronto.

## Session C

# *No Jacket Required: Dress Codes and the Law*

In this interactive workshop, participants will examine the history, current state and future of dress codes in the workplace. The presenter will review some human rights legal cases from provincial and federal jurisdictions. These cases include the recent ruling by the Human Rights Tribunal of Ontario siding with female workers' objections to being forced to wear high heels, revealing clothing and other items driven by a gendered dress code. Participants will have the opportunity to create gender-free or gender-neutral dress codes for a variety of workplaces including offices, restaurants and construction sites.

## Presenter Bios

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### **Barbara Warner**

Barbara is a lawyer who acts as general counsel to non-profits, charities and businesses, and as employment/labour counsel to workers. She understands the value of diversity and inclusion on professional and personal levels, as a member of multiple equity seeking groups (she's female, bisexual, polyamorous and co-parent to queer and transgender youth). Her over eighteen years in the legal profession has been guided by a strong commitment to social justice and collaborative lawyering. Previously she taught at Parkdale Legal, the legal aid clinic operated by Osgoode Hall Law School and was a sessional lecturer at Seneca College in its Paralegal Program.

## Afternoon Plenary Session

# Community Voices on Intersectional Approaches to LGBTQ2+ Inclusion

In this panel discussion three professionals working with diverse LGBTQ2+ communities will share their thoughts and insights about intersectionality and its role in inclusion (or lack thereof). Our panelists will scratch the surface of intersectionality within queer identities as they discuss the varied experiences of queerness and being a Newcomer to Canada, a person of colour, Muslim, HIV+, and Indigenous.

Specifically, this discussion will explore what these intersections mean in terms of being queer in workspaces; how policies, awareness about barriers, and what we expect of people can facilitate inclusion; and the systemic nature of marginalization and exclusion as it relates to trans and Two Spirit communities. Why are we still seeing the same people in corporate culture and what do we need to examine in order to make a real difference when it comes to LGBTQ2+ inclusion?

## Moderator Bio

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### Annemarie Shrouder

Annemarie is an international speaker, corporate trainer, and consultant. She is committed to fairness, belonging and being a little goofy. To that end, Annemarie believes in playing fair in the sandbox and that everyone should have a place at the table—not just a seat, a place, which implies that we are valuable and valued. She is passionate about challenging people to “see more”, and assisting in the creation of organizational cultures where people can learn, be all of who they are, and can thrive. Annemarie works with diversity broadly, and specializes in LGBTQ inclusion and racial equity.

## Panelist Bios

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### Danielle Araya

Danielle has been an educator and facilitator at The 519 in Toronto, ON for 9 years, specializing in trans awareness and inclusion training. She has been an advocate for trans women of colour, native and non-native to Canada, and has worked with organizations like 2 Spirited People of The 1st Nations and Ontario Aboriginal HIV/AIDS Strategy, as both a member of their boards and as a peer outreach worker to help better support and serve the two spirit communities in and outside Toronto. She dreams of taking her skills and expertise back to her mother's land in Chile, and help them build stronger resources for trans people there.

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### Jeansil Bruyère

Jeansil is a native Montrealer and Executive Director of AIDS Community Care Montreal (ACCM). He completed his B.C.L./LL.B. at McGill's Faculty of Law. He also obtained degrees in communication studies, religious studies and globalization from Concordia University. He completed human rights and social justice oriented internships at organizations such as the Canadian HIV/AIDS Legal Network and COCQ-SIDA and brings a holistic understanding of access to justice for people living with HIV, trans populations and the broader LGBTI2A community to his role at ACCM.

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### Muhammad Ahsan

Muhammad is a change agent and seasoned facilitator who works at the Rainbow Resource Centre in Winnipeg, MB. He has fifteen years of experience as a rights activist, public speaker, and presenter. He commenced his facilitation journey internationally in 2006 and since then has facilitated a wide variety of learning interventions and policy consulting assignments, such as diversity management, team building, leadership retreats and conferences with numerous clients worldwide such as the US State Department, U.K.-Aid, European Union, Conference Board of Canada, and the British Council. He has a master's degree with double majors in Human Resource Management and Marketing, he also has certificates in training, facilitation, strategic quality management, and adult education.

## Closing Keynote

# *Stuart Milk on the Intersection of Global LGBT Visibility and Business Prosperity*

Stuart Milk is an international human rights activist and youth advocate. He is the co-founder and Executive Chair of the Harvey Milk Foundation. As the nephew of Harvey Milk, the iconic civil rights leader, Stuart has taken his uncle's message of authenticity, example of courage and the power of collaboration onto the global stage supporting local, regional and national human rights struggles and emerging LGBT communities on the ground in over 60 nations on six continents.

Stuart was the official surrogate on LGBT rights for US President Barack Obama and he successfully led campaigns for the establishment of the now annual Harvey Milk Day state holiday in California, he accepted the highest civilian honor in the US, the Medal of Freedom on behalf of his uncle, from President Obama. He has led historic campaigns to have Harvey memorialized on a US Postage forever stamp and a newly commissioned US Navy ship, the first LGBT person to receive either honor. Stuart is a frequent media commentator on US national television including MSNBC, NBC, and international TV and is a contributor on the Huffington Post. He has been an official US delegate abroad for Human Rights issues and often serves as a liaison for formal dialogue with foreign policy leaders. Stuart's keynote lectures and addresses include the world's leading Universities including Harvard University in the US, Trinity College in Ireland, and the University of Milan in Italy, as well as international congresses, LGBT pride events, and global business conferences.

He has over two decades of leadership experience in the both the public and private sectors from Senior Vice President for Government Relations at Lockheed Martin IMS to Senior Policy Advisor at the US Department of Labor for workforce programs. He has been recognized with numerous awards including Spain's Muestra T' award, the Irish Society Gold Medal from Trinity College, Canada's Inspire Award from the University of Toronto and has been officially awarded the California Equality Champion Award with Governor Brown for Stuart's tireless volunteer advocacy of a globally inclusive LGBT rights movement. Stuart also serves on the boards of Equality California, the International Conference on Disadvantaged Youth, and he co- chairs the Beyond Tolerance Global initiative.

Stuart's speaking engagements have included three keynote speeches with President Obama at the White House, as the featured speaker for European Union's Diversity Congress in both Riga and Vilnius, and was the primary speaker before the 15,000 delegates at the National Education Association annual conference in Denver, CO. His insightful moderation of an internationally televised historic panel of six openly LGBT US Ambassadors at the Newsuem in Washington, DC won the MacArthur Award. At the historic UN at 70 celebration, Stuart and UN Secretary General Ban ki-moon co-hosted the Free & Equal Summit on LGBT inclusive human rights and he led the opening of the first national Mexico LGBT Congress in Cuernavaca. Stuart hosted, with the US Navy Secretary, the historic United States Navy Ship Harvey Milk naming ceremony and earlier this year he was the keynote speaker for the first LGBT Pride event at a US military base in Europe. Stuart has worked alongside hundreds of youth and grass roots activists that he describes as our everyday heroes and the reason behind our advances.



**Making LGBTQ2+  
Inclusion Work.**