

DIALOGUES in DIVERSITY

A Webinar Series on the EDI Implications of COVID-19

Dialogues in Diversity is a series of conversations among leading academics, EDI practitioners and social justice advocates whose work reflects the realities of COVID-19 and the challenges we now face. It will provide an interactive and engaging space to support the critical analysis necessary to successfully address the social, economic and cultural inequities, now exacerbated by COVID-19.



Working 9 to 5: **Remote Work, Accommodations and Workplace Culture during COVID-19**

COVID-19 has changed the way in which workplaces are constituted and operate.

Designed to share employee and employer experiences and offer best practice strategies, this webinar will describe the organizational development challenges consequent to COVID-19 in relation to employee engagement, workplace accommodations and workforce utilization; and will discuss how the application of EDI best practices can contribute to the maintenance of inclusive working environments during the COVID-19 pandemic



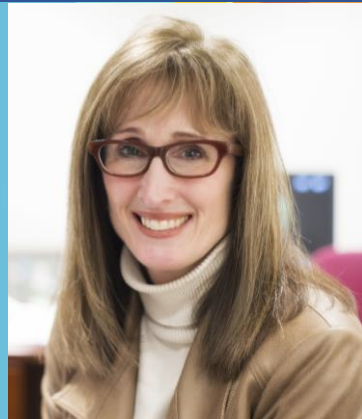
August 13, 2020 @ 2pm

REGISTER 



Dr. Wendy Cukier

Professor
Entrepreneurship and Strategy,
Ted Rogers School of Management
Director, Diversity Institute
Ryerson University



Susan O'Dowd

Vice-President
Human Resources
and Commercial Services
The Hospital for Sick Children



Dr. Lisa Ross-Rodriguez

Director
Strategic Evidence and Action
Ministry of Labor and Immigration
Government of Alberta



Dr. Simon Sharpe

Associate Chief
Research Training
& Career Development
The Research Institute
The Hospital for Sick Children

Working 9 to 5:

Remote Work, Accommodations & Workplace Culture during COVID-19

COVID-19 has changed the way in which workplaces are constituted and operate.

In many instances non-essential staff, aided by technology, have been working from home; in many instances with only a few days notice.

And like every other aspect of COVID-19, the transition has not been without challenge.

Designed to share employee and employer experiences, and offer best practice strategies, this *Dialogue* will explore the challenges of business continuity in relation to managing:

1. transitions to remote and flexible work arrangements while ensuring existing accommodations are maintained under new working arrangements;
2. workforce utilization;
3. employee communication and engagement;
4. employee concerns on workplace policies.

At the end of this webinar, attendees will be able to:

1. describe the organizational development challenges consequent to COVID-19 in relation to, inter alia, employee engagement, workplace accommodations, job security and workforce utilization;
2. identify and appreciate organizational development and human resource management best practice in addressing the challenges of COVID-19;
3. appreciate how the application of an EDI lens and subscription to EDI best practices can contribute to the maintenance of inclusive working environments during the COVID-19 pandemic.

Working 9 to 5:

Remote Work, Accommodations and Workplace Culture during COVID-19



Dr. Wendy Cukier, MA, MBA, PhD, DU (hon) LLD (hon) is a Professor of Entrepreneurship and Strategy, and Founder of the Diversity Institute, Ryerson University where she served a successful term as Vice President of Research and Innovation. She is the co-author of the bestseller, *Innovation Nation: Canadian Leadership from Java to Jurassic* and more than 200 articles on aspects of diversity, inclusion and innovation.

The Diversity Institute which has grown to 70 research staff, 100 research associates, has also pioneered innovative projects to advance diversity and inclusion, informed by an ecological model of change. *DiversityLeads*, examined leadership across health care and informed the development of a diversity and inclusion strategy for the sector. Currently she leads a SSHRC partnership grant supporting the Inclusive Innovation and Entrepreneurship Network (IIE-Net) and is a coinvestigator on CIHR grant examining COVID impacts on diverse populations in Canada, the USA and Mexico.

Dr. Cukier led the development of the \$260 million Future Skills Centre and leads a program of research there as well as spearheading the \$8.6m Women Entrepreneurship Knowledge Hub. Wendy has a long history of volunteer work and advocacy - she is the past chair of Women's College Hospital and serves on many boards.

She is the cofounder and President of the Coalition for Gun Control, an alliance of more than 200 organizations, which has worked for thirty years on advancing public health approaches to preventing violence.

She is the coauthor of the *Global Gun Epidemic* with Vic Sidel, Past President of the American Public Health Association. Her awards include the Canadian Public Health Association Award of Merit, Sara Kirke Award; YWCA Woman of Distinction; Woman of Influence; Harry Jerome Diversity Award; the Bob Marley Diversity Award, Canada Pakistan Business Council's Professional of the Year; Metropolis Research Award, most powerful women by WXN.

She was named among '100 Alumni who shaped the century' by the University of Toronto and holds two honorary doctorates as well as the Meritorious Service Cross, one of Canada's highest civilian honours.



Susan O'Dowd was appointed Vice-President of Human Resources at the Hospital for Sick Children (SickKids) in April, 2012. Her portfolio was expanded to include the Commercial Services functions at the Hospital in 2014.

Susan's career spans more than 30 years in increasingly responsible HR roles in seven industries – Transportation, Retail, Consumer Packaged Goods, Financial Services/Insurance, Pharmaceuticals, Medical Diagnostics Services and the Hospital sector.

Susan's expertise includes designing performance appraisal systems, including technology and workflow solutions, pension and benefits design, and implementing innovative leadership development programs that yield results. Her accomplishments include the creation of high performance, engagement and accountability cultures which resulted in her current and previous employers winning such coveted employer awards as The Top 50 Employers to Work For in Canada, Top 100 Employers to Work for in Canada, Top GTA Employer, and Canada's Ten Most Admired Corporate Cultures (Broader Public Sector).

Susan holds an Honours Bachelor of Arts degree from the University of Toronto, a certificate in Advanced Strategic Organizational Design from the University of Southern California, and a designation as a Certified Human Resources Executive.



Ramune Pleinys received her MBA in Health Services Management from McMaster University. Upon graduating, she joined SickKids in 1988 and held a variety of administrative leadership positions. From 1997 to 2004 she was the Director of Administrative Services, Department of Paediatrics.

In 2004 she was appointed as the Chief Administrative Officer, Faculty of Medicine, University of Toronto.

In 2008 she returned to SickKids joining the RI. In her role as Executive Director, Research Operations, Ramune works in close collaboration with the RI leadership team, planning and overseeing the operations and finances of the RI, including the provision of staff, systems and services to support and foster research and ensure accountability to external funders.

Specifically, she has operational accountability for Research IT, Research Awards and Financial Services, Research Facilities Infrastructure and Space Management, Lab Animal Services. Ensures that RI Operations align and are consistent with SickKids strategic and operational practices and plans.



Dr. Lisa Ross-Rodriguez is the Director of the Strategic Evidence and Action unit in the Ministry of Labor and Immigration in Alberta.

She received her MSc and PhD from the University of Alberta in Medical Sciences.

Her role in occupational health and safety is to facilitate collaborations with a focus on knowledge translation, research, surveillance, data and evaluation that will assist in making evidence-informed policy and program delivery decisions. In order to build knowledge capacity in occupational disease and injury prevention, Dr. Ross-Rodriguez works to connect with likeminded researchers and system partners and align resources with the result being the reduction and/or elimination occupational diseases and injuries. Lisa also has a passion for wellness and inspiring a positive workplace culture.



Dr. Simon Sharpe is a Senior Scientist in the Molecular Medicine program at the Hospital for Sick Children (SickKids) Research Institute, and an Associate Professor in the Department of Biochemistry, University of Toronto.

In this role, he leads a biophysics/structural biology research group comprising research professionals, graduate students and undergraduate students.

Dr. Sharpe is also the Director of the SickKids Research Training Centre, and in 2017 was appointed to the Research Institute executive committee in the role of Associate Chief of Research Training and Career Development.

In this capacity, he has been actively engaged in developing and implementing training programs, support programs, and policies that impact the diverse population of research trainees at SickKids.



MORE INFO

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