



CNAR 2022 WORKSHOP:
EQUITY, DIVERSITY AND INCLUSION
OCTOBER 24TH, FULL DAY

What You Will Learn: CNAR's Master Class workshop will take a deeper dive on equity, diversity and inclusion (EDI), exploring what regulators are doing - and can do - for sustainable action beyond tokenism. The workshop will cover EDI from a governance and organizational perspective (EDI within regulatory bodies), and from a professional perspective (EDI in professional practice).

The day will feature an inspiring keynote address, presentations from experts in EDI and regulatory bodies for a variety of professions from across Canada, opportunity to engage in Q & A with presenters, interactive breakout discussions and time for networking with fellow attendees.

The workshop will kick off with a keynote address by Ann Divine, Founder and CEO of Ashanti Leadership & Professional Development Services, discussing **inclusive leadership**. Ann's consultancy provides extensive services in leadership development, cultural and organizational change management through a diversity and inclusion lens to create a sense of belonging in the workplace. Prior to her consultancy work, Ann's work included several years as Manager, Race Relations, Equity and Inclusion with the Nova Scotia Human Rights Commission.

You will be inspired to reflect on what inclusive leadership is and how to better integrate it into your own growth journey as a leader in your organization.





This will be followed by a presentation, **Reviewing Policy to Challenge Systems of Racism, Colonialism, Oppression and Inequity**, by Alec Stratford, Executive Director & Registrar of the Nova Scotia College of Social Workers (NSCSW). You will learn about the Social Policy Framework the NSCSW co-developed to review policies for change at a systems level.

The morning will conclude with a session on **Sustaining a Culture of EDI in Board Governance**, which will include interactive breakout discussions. This training will be provided by Dr. Gary L. Evans, Interim Dean and Professor of the Faculty of Indigenous Knowledge, Education, Research, and Applied Studies at the University of Prince Edward Island.

In the afternoon, focus will turn to EDI in professional practice. Dr. Saroo Sharda, Equity, Diversity and Inclusion Lead and Medical Advisor at the College of Physicians and Surgeons of Ontario will provide an interactive learning session, with breakout discussions, on **Identifying and Addressing Racism and Discrimination in Professionals' Practice**.

The workshop will conclude with a facilitated panel discussion on **Supporting and Promoting EDI in Professionals' Practice**. The discussion will be moderated by Dr. Ann Braithwaite, Professor and Coordinator, Diversity and Social Justice Studies at the University of Prince Edward Island and Public Member of the Board of the PEI Psychologists Registration Board (PEIPRB), whose work with the PEIPRB includes the development of resources and training on EDI for registrants.





Panelists include:

- Sandra Carter, Manager, Practice, College of Occupational Therapists of Ontario, focusing on the development of resources for registrants about culture, equity and justice in practice.
- Marcie Cochrane, Equity, Diversity, and Inclusion Specialist, Engineers and Geoscientists British Columbia, focusing on the development of new Professional Practice Guidelines: Equity, Diversity, and Inclusion.
- Susan Rafaat, Deputy Registrar, Alberta College of Speech Language Pathologists and Audiologists (ACSLPA), focusing on the review of ACSLPA's Code of Ethics and Standards of Practice from an EDI lens.

Who Should Attend? CNAR's Master Class workshop is designed for senior executives in the regulatory community with five or more years of experience.





About Ann Divine



Ann Divine, CEO and founder of Ashanti Leadership and Professional Development Services. Her education includes a Master's in Human Resource Management, BA in Sociology with honours, London UK, and a most recent graduate of the University of Cambridge Institute for Sustainable Leadership program. These are some her qualifications.

Ann is an accomplished businesswoman, known and respected for her professionalism and willingness to support, coach and mentor others. Her business provides extensive career and professional guidance in organizational change and social justice issues. Her work has impacted individuals, private and public sectors at national and international levels. Ann's work is underpinned by her values in human rights and people management. Her unique style combined with adult education principles has brought her recognition in her fields of leadership development, change management, coaching and mentoring, facilitation, diversity and inclusion, women in leadership and unconscious bias training. These elements are critical factors which impacts team performances in the physical and virtual workspace.

Ann's goal is to supports the business environment, government, public and private sectors, and their employees bring their best self to work. Ann is also an advocate for those who are deemed invisible and voiceless in her community where she strives bring inclusivity to every aspect of her work and province.

Ann is making a difference in the boardrooms not only in Nova Scotia but across the country. Her influence is of such that in 2020, she was recognized by Prime Minister Justin Trudeau as a Halifax Businesswoman and in March 2022, Ann received an award from the Atlantic Business Magazine for one of the 25 Most Powerful Women in Atlantic Canada. Ann continues to be recognized and acknowledged through various awards for her work.





About Alec Stratford



Alec Stratford (He/Him) has been the NSCSW's Executive Director/Registrar since April of 2016. He has Masters of Social Work Degree from the University of Calgary where he specialized in International and Community Development. Alec has worked as a child protection worker in Newfoundland, a school support counsellor in Calgary, a community organizer with the City of Edmonton and as a sessional instructor at MacEwan and Dalhousie University. As a regulator for the profession of social work in Nova Scotia, Alec holds a structuralist worldview and focuses on how systems impact professionalism.





About Dr. Gary L. Evans



Dr. Gary L. Evans, Dip. C.S., B.A., Hons. B. Comm, M.B.A., PhD Full Professor (Interim Dean), Faculty of Indigenous Knowledge, Education and Applied Studies (IKERAS), University of Prince Edward Island – Dr. Evans (Métis) prior to embarking on an academic career was Senior Partner and CEO for KPMG Consulting for Central Eastern Europe and prior to that appointment was Partner in Charge of Chemicals, Pharmaceuticals and Energy for the London, U.K. office of KPMG for tax, audit and consulting. As a partner in a professional firm Dr. Evans spend substantial amount of time with corporate boards and the executive management of major international corporations.

After retiring from professional practice Dr. Evans has dedicated his time to research and teaching at the University of Prince Edward Island and completed his PhD in Corporate Governance at Liverpool John Moores University. Dr. Evans continues researching corporate boards globally and is on the editorial board of three academic journals, has been the guest editor for special corporate governance journal publications and is considered a leading author within the field of corporate governance. Dr. Evans developed the Board Culture Theory using Classical Grounded Theory. Dr. Evans's research crosses many areas including: music, indigenous knowledge, corporate governance, disruptive technology and grounded theory. Dr Evans is a participating partner with Luminary a national non-profit indigenous organization supporting indigenous research and business development across Canada. Dr. Evans was a member of the Advisory Board for the PEI Coalition for Women in Government working with the provincial Agencies, Boards and Commissions (ABC's) to increase equity and diversity.





About Dr. Saroo Sharda



Dr. Saroo Sharda, MBChB, MMed, FRCPC, is an anesthesiologist, medical educator, writer and trained creative writing coach. She identifies as a woman of colour of North Indian descent, who has the privilege of being cis-gender, straight, able-bodied and economically privileged.

She is an advocate for physician wellness, equity and antiracism, and has written and spoken widely about these topics, including publications in the Canadian Medical Association Journal, British Medical Journal, The Globe and Mail and Today's Parent.

Dr Sharda is the inaugural Equity, Diversity and Inclusion Lead at the College of Physicians and Surgeons of Ontario, where she has led cross-organizational work to embed an EDI and anti-racist lens into complaints processes, policy work and ongoing education of committee and Council.

She has presented and taught on EDI in the context of healthcare at a variety of national and international organisations and conferences. She has been described as a “gifted”, “insightful” and “excellent” facilitator, and is able to guide groups through challenging and brave conversations.

Dr Sharda holds a Masters and Fellowship in Medical Education, is the Chair of the Physician Wellness Committee at the Canadian Anesthesiologists' Society and a Faculty Member in the Department of Anesthesia at McMaster University.

When not writing or working she works hard to avoid stepping on lego pieces strewn around the house by her 5 year old and 8 year old sons.





About Dr. Ann Braithwaite



Ann Braithwaite, Ph.D., is Professor and Coordinator of the Diversity and Social Justice Studies program at UPEI. She is the co-author and co-editor of four books (the fourth is forthcoming at the end of 2022, and a fifth is under contract), and the recipient of numerous teaching, educational leadership, and service awards locally, regionally, and nationally, culminating in a 3M National Teaching Fellowship in 2021. At UPEI, she is active in a number of equity initiatives on campus, and nationally, she is the chair of the Society for Teaching and Learning in Higher Education's new Equity Committee. She is currently completing her first term as the public member on the PEI Psychologists' Registration Board, where, in addition to the usual activities of the Board, she has contributed EDI educational materials to the website and held EDI workshops for the membership.

About Sandra Carter



Sandra Carter is an occupational therapist with over 25 years of experience in various practice settings. She earned her Bachelor of Health Sciences in occupational therapy from McMaster University and pursued her Master of Health Studies from Athabasca University. Sandra has worked for the College of Occupational Therapists of Ontario for several years as a Practice Consultant and is now the Manager of the Practice Service.

Sandra feels privileged to collaborate with occupational therapists from across Ontario, members of the public, government officials and regulatory colleagues across the nation with the shared goal of achieving excellence in the delivery of ethical and competent occupational therapy services.





About Marcie Cochrane



Marcie Cochrane, P.Eng., MBA (She/Her), EDI Specialist, Engineers and Geoscientists BC, is an engineering sector leader recognized for her expertise and experience in project management and delivery, diversity and inclusion research, strategic planning, and leadership. In the role of Equity, Diversity, and Inclusion Specialist at Engineers and Geoscientists BC, Marcie supports the organization's Equity, Diversity, and Inclusion (EDI) Action Plan, identifying strategic actions and supporting implementation. Her MBA research, which examined retention of women in engineering in British Columbia, combined with her experience working in engineering for over 15 years, provides a strong foundation and unique lens for her EDI work within engineering.

Marcie obtained her Bachelor of Electrical Engineering from the University of Victoria, and Master of Business Administration from Royal Roads University.

About Susan Rafaat



Susan Rafaat is Deputy Registrar of the Alberta College of Speech-Language Pathologists and Audiologists (ACSLPA). Her primary responsibilities focus on the regulatory work of the College, including registration policy and process, the Continuing Competence Program, and professional practice standards and guidelines. Susan has extensive experience as a pediatric speech-language pathologist in both public and private settings, as a university educator, and as a healthcare administrator.

