



Colbourne Institute for Inclusive Leadership

Course References, resources, and Links-Diversity and Inclusion to Maximize Workplace Safety

How to register: <https://www.artissolutions.ca/remote-live-training>

Instructor Bios:

Erin Waugh (he/him)

<https://www.linkedin.com/in/erin-waugh-a216221b/>

Erin is Lead Diversity and Inclusion Consultant at NorQuest College's Colbourne Institute for Inclusive Leadership. He works across sectors with leaders, Diversity & Inclusion Committees and boards on inclusive strategy, learning, and organizational development. As an intercultural expert, Erin is also engaged in research projects that connect immigrants to new opportunities for achieving their goals in Canada. He is most fascinated by how a given context changes the experience of inclusion/exclusion and how diversity is understood by all members of the global community. He has lived in Egypt, Switzerland, Japan, Palestine, and Oman. Erin holds a Master's degree in Education, is a qualified administrator of the Intercultural Development Inventory, a psychological health and safety advisor, and a graduate of Cornell University's Diversity & Inclusion program.

Kessie Stevens

<https://www.linkedin.com/in/kessie-s-81517951/>

<https://www.linkedin.com/company/68589645/admin/>

Kessie has worked in the disability field since 1999 and in workplace disability management since 2007. Kessie's experience working at the Workers' Compensation Board of Alberta led her to found Artis and launched her safety career. In addition to safety program auditing, she specializes in WCB appeals, WCB consulting, disability and safety program development for employers.

Kessie is an Honours graduate from the University of Alberta's Occupational Health and Safety Certificate program and is currently completing her Master of Science degree in Occupational Safety and Health from Columbia Southern University.

Kessie is currently a member of the Canadian Society of Safety Engineering where she is a member of the Edmonton Chapter Education Committee, the Women in Occupational Health and Safety Society, the Alberta

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Colbourne Institute for Inclusive Leadership

School Safety Association, and the Alberta Society for Health and Safety Professionals. She has also served on community non-profit boards including being the Board Chair for On Site Placement Services.

Among her certifications and training, Kessie is a Certified Health and Safety Consultant (CHSC), has her project management certificate from MacEwan University, and holds triple designations in administrative justice (CATJ), and is a First Aid instructor.

Here is the link to the Indigenous component of this course. This course completion is required for the certificate of completion:

<https://continuingeducation.norquest.ca/home/diversity-inclusion/indigenous-perspectives-in-psych-safety>

Here is the link to the class survey: https://norquest.ca1.qualtrics.com/jfe/form/SV_6XqNb8gExBbMXdj

Recorded link and access to certificate is coming soon-- Please check back.

From Live Course- Section 1

Case Studies (links)

<https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html>

https://www.weirfoulds.com/assets/uploads/6299_Articles_SouthAsianFocus_RA_10July07.pdf

<https://www.vicnews.com/news/sikh-millworker-lodges-human-rights-complaint-against-interfor-again/>

<https://www.stitzlaw.ca/ontario-workplace-sexual-harassment>

<https://www.canadaemploymenthumanrightslaw.com/2010/02/can-workplace-culture-excuse-racist-behaviour/>

<https://www.cbc.ca/news/canada/windsor/hospital-settles-with-slain-nurse-s-family-1.969225>



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Video links:

<https://www.youtube.com/watch?v=2630mnn3U5Y>

https://www.youtube.com/watch?v=497RHaz_ajg&list=PLUyWkHwckhS4ESoIYtpqyZt0ONEO5Lkuo&index=1

Protected grounds:

https://www.albertahumanrights.ab.ca/publications/bulletins_sheets_booklets/sheets/history_and_info/Pages/protected_areas_grounds.aspx

Academic References:

Baumeister, R. F., & Leary, M. R. (1995). The need to belong: Desire for interpersonal attachments as a fundamental human motivation. *Psychological Bulletin*, 117, 497-529.

Shore, L. M., Cleveland, J. N., & Sanchez, D. (2018). Inclusive workplaces: A review and model. *Human Resource Management Review*, 28, 176-189.

Shore, L. M., Randel, A. E., Chung, B. G., Dean, M. A., Ehrhart, K. H., & Singh, G. (2011). Inclusion and diversity in work groups: A review and model for future research. *Journal of Management*, 37, 1262-1289.

Snyder, C. R., & Fromkin, H. L. (1980). *Uniqueness: The human pursuit of difference*. New York, NY: Plenum.



Colbourne Institute for Inclusive Leadership

From Live Course - Section 2

Video Link:

<https://www.youtube.com/watch?v=M1CHPnZfFmU>

From Live Course - Section 3

Government of Alberta Sample Templates for Violence and Harassment:

<https://www.alberta.ca/workplace-harassment-violence.aspx>

Other Tools discussed in class or given by classmates:

<https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>

Two Families: Treaties and Government Paperback – Feb. 1 2007

by Harold Johnson - <https://www.amazon.ca/Two-Families-Government-Harold-Johnson/dp/189583029X>

Television: First Contact

First Contact takes a group of six non-Indigenous Canadians with strong opinions on Indigenous people and immerses them into Aboriginal Canada for the first time. The six participants are tested in extraordinary situations, their beliefs are confronted, their emotions pushed to the limit. <https://www.tv.org/programs/first-contact>

BC Forest Safety Council COVID-19 Resources - Catalogue