



***** Please note there may be some slight changes in the schedule closer to the date.

As this is a Hybrid Event, the sessions the live streamed sessions are indicated below, all other sessions will be recorded and available for up to one week post event

2022 Provincial Network HR Forum October 3rd, 2022

8:00am – 8:45am- Breakfast -Muskoka Ballroom

8:45am to 9:00am - Welcome from Provincial Network HR Committee Ambrosia Ballroom

Ann Bilodeau, Executive Director, KW Habilitation, Chair of PN HR Committee

Michele Brooks, Executive Director, Participation House Durham, Chair of the Provincial Network

****Live Streamed**

9:00am to 9:45am- Keynote – EJ Kwandibens, “The Power of One’s Gifts: Life Cycle Teachings” Ambrosia Ballroom

A conversation of Indigenous Traditional Ways of Knowing & Being with respect to the power of individual gifts from the Life Cycle Teachings Perspective

The recognition of everyone’s individual gifts and abilities and roles & responsibilities to community, family and the self while navigating through todays reality.

****Live Streamed**

9:45am-10:00am Break / Networking /Tradeshow Muskoka Foyer

**Session 1
10:00am to 11:00am**

**The Wait is Over!
Introducing the Modernized
DS Core Competencies!**

Ambrosia Ballroom

****Live Streamed**

Presenters:

**Ann Bilodeau
Christine Kuepfer
Elizabeth Forman
Mark Benner
Minda Borjin**

**(DS Workforce
Initiative)**

After much anticipation we are thrilled to present the Modernized DS Core Competencies!

Get ready for the refreshed and modernized Core Competencies recently updated as part of DS Workforce Initiative and **Journey to Belonging** with the intent to build a stronger and more sustainable workforce. Be the first to see the new interactive online resources that will help you to find the right candidate for the job as well as learn how it can be used to develop and grow exceptional staff and our future leaders.

**Session 2
10:00am to 11:00am**

**“The Power of One’s Gifts:
Life Cycle Teachings”**

Continued

Macintosh Room

Presenters:

EJ Kwandibens

A continuation of the key note segment with a added focus on how Anishinawbe Clan Systems and Life Cycle Teachings strengthen one’s identity assist in navigating through life in a “Good Balanced Way- Miino Bimahdizewin”

<p>Session 3 10:00am to 11:00am</p> <p>Caring for the Caregivers: Partnering in Employee Well-Being</p> <p>Algoquin Room</p>	<p>Presenters</p> <p>Dr. Kate Toth, YMCA WorkWell</p> <p>Jim Moss, YMCA WorkWell</p> <p>Sherry Baum, Executive Director =, Community Living Dryden-Sioux Lookout</p>	<p>In 2020, Community Living Dryden-Sioux Lookout (CLDSL) partnered with YMCA WorkWell with the goals of building a healthier organizational culture and supporting employee well-being.</p> <p>In this fireside chat-style session, we'll talk about why organizational culture and employee well-being are so important in developmental services. We'll share what we did, how we did it, and the positive impact we're seeing as a result of our journey.</p> <p>Dr. Kate Toth, YMCA WorkWell Jim Moss, YMCA WorkWell Sherry Baum, Community Living Dryden-Sioux Lookout</p>
<p>11:00am to 11:15am Break / Networking/ Tradeshow</p>		
<p>Session 4 11:15am to 12:15pm</p> <p>Long Haulers: Staying on Top of Key Human Resource Law Amidst a Lingering Pandemic</p> <p>Ambrosia Ballroom</p> <p>**Live Streamed</p>	<p>Presenter:</p> <p>Cheryl Wiles Pooran, PooranLaw Professional Corporation</p> <p>Alan McCallum, PooranLaw Professional Corporation</p>	<p>In this session, DS Sector labour and employment lawyers, Cheryl Wiles Pooran and Alan McCallum, will review the most up to the minute legal developments and best practices related to managing employees and your daily operations in the context of the Covid-19 pandemic:</p> <ul style="list-style-type: none"> • Covid-19 -policy changes • Vaccination • Rapid testing • Masking • Disconnecting from Work • Electronic monitoring.
<p>Session 5 11:15am to 12:15pm</p>	<p>Presenters:</p>	<p>This session will highlight an innovative collaboration between Georgian College's Centre for Applied Research and Innovation (CARI), the Strategic Operations Committee (DS agencies in Simcoe County), and</p>

<p>Knowledge Exchange – Best Practice IPAC learning modules and accompanying Toolkit for the DS sector</p> <p>Target Audience: All Management Levels Collingwood Room</p>	<p>Dr. Claudine Cousins, Empower Simcoe</p> <p>Dr. Howard Bloom, Georgian College, and the Blossom Group (OPR)</p>	<p>the Blossom Group (OPR) that led to the creation of IPAC learning modules and an accompanying Toolkit. The project resulted in an IPAC curriculum specific to congregate care settings to enable and prepare current and future employees with the necessary IPAC skills. Additionally, this curriculum assists IPAC Hub partners in planning, training, and responding to current and future IPAC needs. The project also provides curriculum for college-level human service programs as supplemental material to train future employees (e.g. DSW, ECE, CYW, Justice) who will support people in congregate care settings.</p> <p>In the session, Dr. Cousins and Dr. Bloom will describe the toolkit, share the training modules that were developed, and talk about collaboration with sector partners on training implementation.</p>
<p>Session 6 11:15am to 12:15pm</p> <p>What is a Microboard and Why Direct Support Professionals Need to Know About Them.</p> <p>Algoquin Room Target Audience: Senior Leaders,</p>	<p>Presenters:</p> <p>Karen Bell, Executive Director, Microboards Ontario</p> <p>Xavier Noordermeer, Board Member, Microboards Ontario</p>	<p>As Journey to Belonging unfolds, and direct funding becomes more common, families and people supported are seeing microboards as a viable way of providing long-term planning, sustainability and most importantly, support of a person to live the life they want to live. As future leaders, Direct Support Professionals need to know what microboards are, the role they play in the sector, and how to support someone who has a microboard.</p>
<p>12:15pm to 1:30pm– Lunch / Networking/Tradeshow <i>Muskoka Foyer</i></p>		
<p>1:30pm to 2:00pm</p> <p>Provincial Network: Michelle Brooks, Chair of Provincial Networks on Developmental Services</p> <ul style="list-style-type: none"> Introducing the DS Recruitment Strategy Project <i>Ambrosia Ballroom</i> Claudia Ferryman, Rainmaker Strategies Group 		

<p>Session 7 2:00pm to 3:00pm</p> <p>Funding and Compensation PooranLaw Corporation</p> <p>Target Audience: Senior Leaders, HR Professionals</p> <p>Ambrosia Ballroom</p> <p>** Live Streamed</p>	<p>Presenters:</p> <p>Cheryl Wiles Pooran, PooranLaw Professional Corporation</p> <p>Jenna Bontorin, PooranLaw Professional Corporation</p>	<p>In this session DS Labour and employment lawyers Cheryl Wiles Pooran and Jenna Bontorin re funding and compensation - compensation updates, wage enhancement, Bill 124, pay equity, individualized funding and passport and impact on labour relations.</p>
<p>Session 8 2:00pm to 3:00pm</p> <p>THE SHIFT</p> <p>Macintosh Room</p>	<p>Presenters:</p> <p>Tina Thomason, HANDS, North Bay</p> <p>Jill Faber, Community Living North Bay</p> <p>Suzanne Willett- Community Living Huntsville</p> <p>Tony Rachwalski - Temiskaming South</p>	<p>Through funding provided by the Leveraging Community Planning Mechanisms to Support the Mental Health of Adults with Developmental Disabilities, Families and Caregivers During COVID-19 a group of likeminded people came together in North Eastern Ontario to try and find solutions to the complexity and lack of services for people in our community with intellectual disabilities whom are already significantly marginalized and at risk due to addictions, poverty, intergenerational trauma, gender and race.</p> <p>THE SHIFT is a harm reduction focused resource for the developmental services sector. It is built around the person-centred, “Do Nothing about Us, Without Us” philosophy and is focused on non-judgement and inclusive care that is culturally sensitive, evidence-based, accessible and more than anything, individual-led and based on incremental gains.</p> <p>A panel of the people involved in this project will discuss the journey from identifying needs and gaps in services to the development of the resource THE SHIFT, current training modules being developed and an emerging community of practice.</p>

<p>Session 9 2:00pm to 3:00</p> <p>Creating a Community of Leaders</p> <p>Collingwood Room</p>	<p>Presenters:</p> <p>Brigette O'Neil Cheryl Conick Jamie Russell</p> <p>DSWIC, Operational Leaders Sub-committee</p>	<p>The <i>Developmental Services Workforce Initiative, Operational Leaders Sub-Committee</i> was formed to address one aspect of <i>Journey to Belonging</i>, namely, Planning for a Skilled Workforce. This skilled workforce includes strong operational leaders who coach, supervise and lead direct support professionals in agencies. To help support the development of these leaders, who are in the early stages of their role, the Operational Leaders program was piloted in February 2022. Using a Community of Practice approach, 30 operational leaders participated in facilitated sessions about 6 key topics in leadership. This session will present an overview of the pilot, the findings and next steps for the program.</p>
<p>3:00pm to 3:15pm – Break / Networking / Tradeshow</p>		
<p>Session 10 3:15pm to 4:15pm</p> <p>Top Ten Considerations for Conducting Bullet Proof Harassment and Abuse Investigations</p> <p>Target Audience: Senior Leadership HR Professionals</p> <p>Ambrosia Ballroom</p> <p>***Live Streamed</p>	<p>Presenters:</p> <p>Paul Nicholson Director, Workplace Solutions Benard + Associates</p> <p>Dean Benard is the President of Benard + Associates.</p>	<p>Investigating abuse and harassment in the DS sector is a challenging but vital part of protecting your employees and persons served, and meeting your obligation to ensure a harassment-free work environment. But getting it right is time consuming, tricky, and comes with pitfalls you need to avoid. How do you avoid accusations of bias against the investigator or the process? How do you make a finding in a 'he said/she said' incident with no witnesses? What if someone doesn't cooperate? How do you make sure a finding sticks at arbitration? Benard + Associates assists many organizations in the DS sector as 3rd party investigators, mediators, and conflict coaches. This one-hour overview will highlight the key elements to complete an investigation you can rely upon and that will stand up to the inevitable scrutiny it will receive.</p>
<p>Session 11</p>	<p>Presenters:</p>	

<p>3:15pm to 4:15pm</p> <p>Cultivating Community Wellness</p> <p>Target Audience: All</p> <p>Macintosh Room</p>	<p>Jeanny Scantlebury, Chair CCW Steering Committee</p> <p>Michelle Brooks, Chair of Provincial Network</p> <p>Yona Lunsky - Health Care Access Research & Developmental Disabilities Nicole Bobbette- Azrieli Adult Neurodevelopmental Centre, CAMH</p>	<p>Supporting the mental health of Ontario's Developmental Services Workforce is critical to ensuring the well being of our employees and providing high quality supports. Cultivating Community Wellness is a provincial initiative to support and equip agencies to foster cultures that cultivate and support good mental health. In this session CAMH will present findings from their survey's on DSP and Leader's mental health and provide an overview of the CCW initiative and how you can access the tools and resources available.</p>
<p>Session 12 3:15pm to 4:15pm</p> <p>What is Going on with Compensation?</p> <p>Algonquin Room</p>	<p>Presenters:</p> <p>David A. Ferguson, MBA Executive Director, OCAPDD & Open Hands Chair, OASIS Labour Relations Committee</p> <p>Trevor McGregor Executive Director, Community Living Stratford and Area</p>	<p>Coming up with a compensation strategy within the developmental services sector is like walking in the park on a foggy day. You know there is a good foundation of paths to support your footing but what is in front of you or when to make a turn is a decision that is difficult at best. This session is not designed to provide you or your agency with any specific answers, however it will hopefully generate questions that will stimulate different conversations about your agencies compensation plans. Impacts of the wage enhancement funding, pay equity, competition within and outside of the sector and bargaining strategies are areas that will be explored. Open conversation is welcome so to share the many perspectives and more importantly the experiences that we may learn and grow upon.</p>

5:30 to 6:30pm	Networking Reception
6:30 to 7:45pm	Dinner Muskoka Ballroom
7:45 to 8:00pm	Awards Muskoka Ballroom
<i>Door Prize Draws – Must be present</i>	
8:00pm-10:00pm	After Dinner Entertainment- 80's dance party with band – “Always on Friday” Muskoka Ballroom

2022 Provincial Network HR Forum October 4th, 2022

8:30am – 9:15am- Breakfast **Muskoka Ballroom**

9:15am to 9:45 - Welcome back from Provincial Network HR Committee

Chair of PN HR Committee - Ann Bilodeau, Executive Director, KW Habilitation **Ambrosia Ballroom**

9:45am-10:00am Break / Networking / Tradeshow

Session 13

10:00am to 11:00am

Update on Journey to Belonging

Presenters:

Laura Summers,
Community and
Developmental Services
Policy Branch

In this session we will hear updates from the Ministry of Children, Community and Social Services on ***Journey to Belonging: Choice and Inclusion*** and it's long-term vision for developmental services in

<p>**Lived Streamed Ambrosia Ballroom</p>	<p>Community Services Division Ministry of Children, Community and Social Services</p>	<p>Ontario, where people with developmental disabilities are supported to fully participate in their communities and live fulfilling lives</p>
<p>Session 14 10:00am to 11:00am</p> <p>START: “Staff Training and Resource toolkit”</p> <p>Collingwood Room</p>	<p>Presenters:</p> <p>Carolyn Hoekstra - Learning Resource Manager, Christian Horizons</p> <p>Steve Snider - Director of Workplace Learning, Christian Horizons</p>	<p>“START for Supervisors” represents a new and innovative approach to equipping both new and seasoned supervisors.</p> <p>In this session, we will examine</p> <ul style="list-style-type: none"> • Past approaches to supervisor equipping • Problems with past approaches • The new plan (including a brief demo) <p>The session will conclude with opportunity for feedback and discussion using a debriefing format called “I like..., I like..., I wonder...”</p>
<p>Session 15 10:00am to 11:00am</p> <p>Managing a Successful Grievance Meeting</p> <p>Algonquin Room</p>	<p>Presenters</p> <p>Craig Lawrence, Dentons</p>	
<p>11:00am to 11:15am Break / Networking/ Tradeshow</p>		
<p>Session 16 11:15am to 12:15pm</p>	<p>Presenter:</p>	

<p>Journey to workplaces of belonging</p> <p>**Lived Streamed Ambrosia Ballroom</p>	<p>Allan Mills, Executive Director, Extend-A-Family Waterloo Region</p> <p>Claudine Cousins, Chief Executive Officer, Empower Simcoe</p> <p>Joe Persaud, Director “ Equity, Diversity & Inclusion, Community Living Toronto</p> <p>Dwayne Milley- Vice President of Operations, Christian Horizons</p> <p>Session Moderator: Indu Radhakrishnan, HR Consultant KW Habilitation</p>	<p>Prioritizing Equity, Diversity and Inclusion (EDI) is one of the best ways to engage employees and fulfill your vision of an inclusive community for all. This session will share information on current EDI efforts in the DS sector, highlight resources available to start your own EDI journey within your organization, and introduce EDI best practices that will bring a sense of belonging for everyone. Participants will be engaged to reflect on barriers to adopting Equity, Diversity and Inclusion best practices as well as determine what actions need to be taken in order to achieve results. The presentation will share information on data collection and analysis for measurable and tangible results that can help make your organization and the Developmental Services sector a more welcoming, supportive and inclusive place to work.</p>
<p>Session 17 11:15am to 12:15pm</p> <p>Workforce Development During Times of Change Collingwood Room</p>	<p>Presenters:</p> <p>Amanda Mastronardi, Community Living Essex</p> <p>Dr. Haley Gienow-McConnell</p>	<p>Workforce Development on the REAL Xchange: Knowledge Translation and Transfer Network. RX is a dynamic hub for collaboration and information sharing. Featuring a new module of Workforce Development that offers a refreshed perspective on the learnings and resources culled from past DS sector agency projects, funded by the Ministry of Children, Community and Social Services.</p>

		Join us for an invigorating talk about past projects and their implication for today. We'll also be showcasing ODEN's Change Management Workbook, a vital addition to your agency's™s toolbox.
Session 18 11:15am to 12:15pm Creating a Full Time 'Float' Team Algonquin Room	Presenters Aneliya Arnaudova Manager, Talent, Community Living Toronto Sunday Cvetanovic Sr. Manager, Community Living Toronto	In this session you will hear from Community Living Toronto about a development and expansion of a Full Time 'Float' Team Model; a forward thinking approach to temporary staffing. The presentation will cover the following: <ul style="list-style-type: none"> - Vision: Pre COVID - What is a 'Float' team: Department structure and Initial steps towards realizing the vision - Why a Full Time 'Float' Team model - Successes and lessons learned - Expansion and forward thinking: Full Time 'Float' Team: Internal staffing agency model
12:15pm to 1:30pm– Lunch / Networking/Tradeshow Muskoka Foyer		
Session 19 1:45 to 2:45pm Workplace Violence and Harassment **Live Streamed Ambrosia Ballroom	Presenters: Kalen Ingram Partner Cunningham, Swan, Carty, Little & Bonham LLP	This presentation will examine some of the precipitating events that led to Ontario adopting laws with respect to workplace harassment and violence and review those statutory obligations. We will review case law that highlight key issues with respect to workplace violence and harassment including: <ul style="list-style-type: none"> • constructive dismissals;

		<ul style="list-style-type: none"> • bad faith damages; • apologies; • protecting employees; • third party harassment.
<p>Session 20 1:45 to 2:45pm</p> <p><i>Paid to grieve?</i> Recovering from pandemic losses as leaders, professionals, and human beings. Macintosh Room</p>	<p>Presenter:</p> <p>Keith Dow, Christian Horizons</p>	<p>It has been said that DSPs who don't have an outlet to grieve will likely quit within six months following a significant loss. Even amidst a recruitment and retention crisis, however, agencies struggle to support people to process their grief. This session wrestles with the human and professional aspects of grief in our sector and provides practical tools and strategies to begin recovering from years of sustained losses.</p>
<p>2:45pm to 3:00pm – Break / Networking /Tradeshow</p>		
<p>Session 22 3:00pm to 4:00pm DSHR Forum Datafest Digest</p> <p>**Live Streamed Ambrosia Ballroom</p>	<p>Presenters:</p> <p>Powered by: People Minded Business</p> <p>Janeen Halliwell, People Minded Business Inc</p> <p>Paul Fleming People Minded Business Inc</p>	<p>In this “you don't want to miss” final session, key takeaways, questions, and answers from all Forum sessions will be revealed by People Minded Business. Attendees – joining in-person and virtually - will be taken on a journey through what we've shared, learned, and are taking away from the DSHR Forum. And we will leave with a good understanding of what we as a sector will be focusing on for a brighter tomorrow.</p>

4:00 to 4:15

Final Closing and Door Prizes! Ann Bilodeau and Michelle Brooks

****Live Streamed**

Ambrosia Ballroom