



Diversity ink

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November 2022



Happy November, everyone!

Time is a fascinating thing. Some moments just fly by; others can feel interminable. Personally, I cannot believe that we're already in mid-autumn! Seems like just a couple weeks ago that I planted my garden, and yesterday, I dug up the last of the vegetables just before the snow decides to stick around for a longer visit. I've also spent a lot of time travelling over the last couple months for events and speaking engagements. While it can be a challenge to keep track of everything going on, I want to take the time to share with you some of the incredible work being done by CCDI and my amazing team.

The last of our fall 2022 Community of Practice events are taking place this week. A huge thank you to all those who joined us, virtually and in person across the country! I had a wonderful time seeing old friends and making new ones, and sharing ideas on how to create a culture of belonging in our workplaces and communities. I look forward to connecting with you all again soon.

A hearty congratulations to our most recent cohort of Canadian Certified Inclusion Professionals (CCIP) who just completed their final exam mid-October! Our certification enables diversity, equity and inclusion professionals practicing in Canada to obtain a formal and standardized recognition of their knowledge, skills and experience in the DEI field. The time and dedication exhibited by these CCIPs cannot be overstated and I am thrilled to have them recognized for their work.

I recently joined Maggie John from *Context: Beyond the Headlines* for a panel discussion about the racial awakening that has been happening in our society over the last few years. We discussed how companies, institutions and religious establishments can continue this momentum in a meaningful way. I invite you to [watch the video here](#).

I hope you all have a wonderful November and I'll see you next month!

All the best,

Anne-Marie Pham
CEO

Whiria ngā kaha



CCDI is thrilled to announce that we'll be taking part in the 2023 **Whira Ngā Kaha Workplace Inclusion Aotearoa conference** in Rotorua, New Zealand this February! Our CEO, Anne-Marie Pham, will speak at this three-day conference, which brings together international and national speakers sharing the latest trends and what organizations around the world are doing to advance cultures of inclusion. The event will happen both in-person and virtually.

The 2023 theme, **Courage to Connect**, reflects the need to reconnect after the pandemic years, and invites those present to weave our strengths together for economic and social prosperity. The conference will also launch the Global Inclusion & Diversity Alliance (GIDA), of which CCDI will be a proud member from Canada.

[Learn more and register.](#)



Explore our educational guides

CCDI has created resource guides to help gain a better understanding and become more proactive on any number of diversity, equity, and inclusion initiatives.

For November, we invite you to examine our educational guides related to the Transgender Day of Remembrance (guide on creating a transgender inclusive workplace) and the International Day for the Elimination of Violence against Women.

[View all our resources](#)



PODCAST

Leader Talks with Anne-Marie Pham

For Disability Employment Awareness Month in October, Anne-Marie spoke with Yin Brown, Director of IDEA at the Abilities Centre, to discuss the mental health challenges faced by those with a disability when seeking employment. For Remembrance Day, Anne-Marie sat down 40-year Canadian Armed Forces veteran, Albert Wong, to talk about his experience as a Citizenship Court Judge and the importance of inclusive leadership. This episode will be release November 10.

[Listen to the episodes](#)

Upcoming webinars

DATE	TITLE
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November 08 at 1 p.m. ET	Allyship: What type of ally are you?
November 15 at 1 p.m. ET	Alliance : quel type d'allié.e. êtes vous?
November 17 at 1 p.m. ET	Bias in artificial intelligence
November 17 at 1 p.m. ET	Préjugé de l'intelligence artificielle
December 01 at 1 p.m. ET	Navigating religious & spiritual diversity in the workplace
December 01 at 1 p.m. ET	Naviguer dans la diversité religieuse et spirituelle en milieu de travail
December 06 at 1 p.m. ET	Understanding power and privilege: An intersectional lens
December 15 at 1 p.m. ET	Comprendre le pouvoir et le privilège : une optique intersectionnelle



Diversity calendar

Diabetes Awareness Month

NOVEMBER						2022
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- 01: [All Saints' Day](#)
- 02: [All Souls Day](#)
- 07: [Gurpurab](#)
- 08: [Indigenous Veteran's Day](#)
- 11: [Remembrance Day](#)
- 15: [LhaBáb Düchen](#)
- 20: [Transgender Day of Remembrance](#)

- 25: [International Day for the Elimination of Violence Against Women](#)
- 26: [Day of the Covenant](#)
- 27 – Dec 24: [Advent begins](#)
- 28: [Ascension of Abdu'l-Bahá](#)
- 28 – Jan 6: [Nativity Fast](#)



EMPLOYER PARTNER

Welcome to our new CCDI Employer Partners

We work closely with employers because we know that when the workplace is inclusive, positive effects are felt by the broader community. Join us in welcoming the latest addition to our unparalleled [Employer Partner roster](#).

- [ACM Advisors](#)
- [Alzheimer Society of Saskatchewan](#)
- [Calgary Zoo/The Wilder Institute](#)
- [Cantiro](#)
- [City of Coquitlam](#)

- [Engineers Nova Scotia](#)
- [English Montreal School Board](#)
- [HomeEquity Bank](#)
- [Ontario Society of Occupational Therapists](#)



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