



# Diversity ink

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## December 2022



Happy December, everyone!

It's hard to believe that we're already in the final month of 2022! The year just flew by, and I couldn't be more thrilled about all we have accomplished here at CCDI: from the relaunch of our youth program See Different to our full slate of events; from our 2022 cohorts of Canadian Certified Inclusion Professionals (CCIP) to our many resources and toolkits; and that just scratches the surface. There aren't enough words to express my gratitude to the entire CCDI team, all our invited guests and speakers, and to you, our clients and friends. Thank you, all!

For this month's *Leader Talks* podcast, I sat down with Ana Maria Desmaison Cornejo and Linda Espinosa Valencia from Ventura Collective to discuss the significant contributions of Latin American and Hispanic communities to the social, economic, political, and cultural fabric of Canada. We also talk about what employers can do to support an equitable and inclusive workplace for Latinx workers.

I am thrilled to be participating in the inaugural DreamMakers Summit on December 7, co-hosted by Indigenous Works and CCDI. An exclusive virtual event for organizations who are both CCDI Employer Partners and Indigenous Works members, we will explore Indigenous inclusion in the workplace through case study presentations and the lived experience of our invited guests. Our goal is help participants better understand the importance of building Indigenous engagement and their role in true reconciliation.

2023 will be auspicious year for CCDI, as we will be celebrating our 10-year anniversary. We look forward to sharing with you a varied range of new offerings, including our UnConference 2023, when we will look back on what we've accomplished and forward towards a better future.

Thank you again to everyone who helped make 2022 a successful year for CCDI. I cannot wait to see you all in 2023!

All the best,

**Anne-Marie Pham**  
CEO

# Save the date!



CCDI is thrilled to announce the theme for UnConference 2023 – **The future of DEI: Pause. Reflect. Project.** This bilingual event will take place over two half-days, March 1 and 2, 2023. Save the date!

CCDI is celebrating its 10-year anniversary and it's the perfect time to pause and reflect on Canada's progress towards equity, diversity and inclusion, and envision together a better future.

This year at CCDI's UnConference, we will pause, reflect and project. We will pause to reflect on what changes we have seen over the last decade of DEI work within our communities and then collectively envision: what comes next? What are the future trends of DEI and how can we as practitioners and community members actively contribute to build a sustainable and equitable Canada?

CCDI UnConference 2023 will showcase a national roster of quality speakers, panels and roundtable sessions that will share thought leadership and practical tips on the following themes:

- Lessons learned from the last 10 years
- The future of DEI practice and the role of AI and resilience
- The role of DEI in addressing growing divisive rhetoric and hate
- Call to action for truth and reconciliation in your workplace
- What have we learned from #MeToo and #BlackLivesMatter – and how do we sustain efforts into the next decade

Registration will open early January, so stay tuned!

[Learn more about CCDI UnConference 2023.](#)



**Become certified in the new year!**

Register now to become a Canadian Certified Inclusion Professional™ (CCIP), the first professional certification for diversity, equity and inclusion practitioners in Canada. It is designed to formalize and



**Leader Talks with Anne-Marie Pham**

This month, Anne-Marie is joined by Ana Maria Desmaison Cornejo and Linda Espinosa Valencia from Ventura Collective to discuss their work in building inclusive and equitable workplaces for Hispanic and

present the breadth and depth of your professional experience to employers.

Registration for our spring 2023 batch is open until March 7, 2023; exams will take place April 18, 2023.

[View all our resources](#)

Latinx communities. The episode is set to be released December 9.

In case you missed it, listen to our recent episode with Canadian Armed Forces veteran, Albert Wong, where he discussed his experience as a Citizenship Court Judge and the importance of inclusive leadership.

[Listen to the episodes](#)

## Upcoming webinars

DATE	TITLE
December 01 at 1 p.m. ET	<a href="#">Navigating religious &amp; spiritual diversity in the workplace</a>
December 01 at 1 p.m. ET	<a href="#">Naviguer dans la diversité religieuse et spirituelle en milieu de travail</a>
December 06 at 1 p.m. ET	<a href="#">Understanding power and privilege: An intersectional lens</a>
December 15 at 1 p.m. ET	<a href="#">Comprendre le pouvoir et le privilège : une optique intersectionnelle</a>
January 19, 2023 at 1 p.m. ET	<a href="#">Diversity, equity and inclusion - The fundamentals</a>
January 24, 2023 at 1 p.m. ET	<a href="#">Unlearning fatphobia - Body diversity and fat inclusion</a>
January 24, 2023 at 1 p.m. ET	<a href="#">Déconstruire la grossophobie - La diversité corporelle et l'inclusion des personnes grosses</a>



## Diversity calendar

[Universal Human Rights Month](#)

[Advent](#)

[Nativity Fast](#)

DECEMBER						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	31

01: [World Aids Day](#)

02: [International Day for the Abolition of Slavery](#)

03: [International Day of Persons with Disabilities](#)

05: [International Volunteer Day for Economic and Social Development](#)

06: [The National Day of Remembrance and Action on Violence against Women](#)

08: [Feast of the Immaculate Conception](#)

10: [Human Rights Day](#)

16: [Day of Reconciliation \(South Africa\)](#)

18-26: [Hanukkah](#)

18: [International Migrants Day](#)

20: [International Human Solidarity Day](#)

24: [Christmas Eve](#)

25: [Christmas Day](#)

26: [Boxing Day](#)

26: [Kwanzaa](#)





## 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](#).

[Bryère](#)  
[E-Comm 911](#)  
[Limestone District School Board](#)  
[LitcoLaw](#)  
[Manufacturing Safety Alliance of BC](#)  
[McGill University](#)

[Mouvement Desjardins](#)  
[North Vancouver Recreation & Culture](#)  
[Payworks](#)  
[Pennecon](#)  
[WCG Services](#)



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