



PARTNERS IN PREVENTION 2023

REGIONAL HEALTH & SAFETY CONFERENCE

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EARLY & SAVE



A SHARED VISION



Niagara Falls, ON



inclusion



integrity



innovation

GOLDEN HORSESHOE

NOVEMBER 17, 2023 | Fallview Casino Resort

PartnersinPreventionConference.com/GoldenHorseshoe

PARTNERS IN PREVENTION 2023 REGIONAL HEALTH & SAFETY CONFERENCE

A SHARED VISION

In the face of increasing demands and many unprecedented challenges, Ontario businesses have adapted and persevered. Now, health and safety leaders are ready to focus forward with **A Shared Vision** for a sustainable future, driven by a more resilient workforce and a collaborative, proactive approach.

Partners in Prevention Regional Conference series is an opportunity for transformational learning through shared experiences, open dialogue, and cooperative successes.

With **A Shared Vision** and purpose, we will champion workplace cultures that protect people, promote health and contribute to businesses success, strengthening the social and economic fabric of the communities they serve.

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Registration & Breakfast

7:00 – 8:00 am

Trade Show Hours

7:00 am – 2:00 pm

Morning Keynote

8:00 – 9:00 am



Power of Emotions: How to Use Emotions as the Fuel to Corporate and Personal Growth

Sponsored by:



Leo Barbe, *Speaker, Author and Founder/Lead Presenter, Think Don't Shoot*

Leo was left for dead with two close-range bullet wounds. Hours later a mailman found his lifeless body and the journey to becoming who Leo was meant to be had then just begun. Leo's entertaining and dynamic performances powerfully provoke real change as he truly connects to his audience through his spoken word and comedic edge. Learn how to take control of the emotions that drive our choices; become a passionate, creative and resilient member of the team; develop communication skills that build leadership from within; handle change and transitions in and out of the office; build emotional intelligence strategies that help control each decision; adopt a proven mental health action plan that will spark positive growth; and feel united to support each other and the common goals of the company.

Afternoon Keynote

2:00 – 3:00 pm



Belonging: The Intersection of Mental Health and Anti-Racism

Sponsored by:



Anthony McLean

Leadership, Mental Health and Inclusivity Advocate

One of the outcomes of diversity, equity, and inclusion (DEI) is to ensure people have a sense of belonging within our organizations. There is a considerable amount of overlap between mental wellness and racial equity. In this inspiring presentation, Anthony McLean contends that empathy is at the heart of both DEI work and mental health awareness, and psychological safety and creating a sense of belonging are central to both pursuits. This interactive presentation helps participants bring more compassion and courage to the work of anti-racism and mental wellness. You will:

- Learn how to approach mental health and DEI through the lens of empathy.
- Understand the impact systemic racism has on mental health.
- See how microaggressions are the "death by a thousand papercuts" to a sense of belonging.

9:15 – 10:15 am

Choose One

Wealthy from Within

Meaghan Jansen, MSc., Owner, Employee Wellness Solutions Network

Investing in yourself through self-care strategies is paramount for well-being. How do you boost self-wealth and build happiness? Learn how a self-wealth mindset can lead to optimal living, more confidence and joy.

HR WMH

Supervisor Responsibilities and Due Diligence

Kristin Onorato, Specialized Services Lead (OHS)

Workplace Safety & Prevention Services (WSPS)

Alyson Smith, Specialized Consultant (Management Systems)

Workplace Safety & Prevention Services (WSPS)

Good supervisors help improve productivity, protect employees and reduce risk. They also motivate their teams and create a positive workplace culture - all of which boost profit margins and shareholder returns. In short, a well-trained supervisor is one of the best assets a company has. With fines for individuals recently quadrupling to \$100,000 (up from \$25,000), it has never been a better time for supervisors to understand the critical role they play in protecting worker health and safety and the steps they need to take to demonstrate that they've been duly diligent. In this session supervisors are provided with the knowledge and tools they need to be proactive in protecting worker health and safety and taking the necessary steps to demonstrate due diligence.

HR JHSC

Sponsored by:

Contractor Safety: Legal Obligations as an Employer

AIRD BERLIS

David Reiter, Partner, Occupational Health & Safety Group, Aird & Berlis LLP

Employing an independent contractor has many benefits and risks. While the “gig economy” has skyrocketed over the past decade and employers are more often relying on independent contractors rather than employees, employers are required to understand their responsibilities with respect to contractors and what their obligations are if an injury occurs on a worksite. Failure to understand and address these issues can leave companies with real exposure.

HR LL

SESSION TRACKS

To help you maximize your conference experience, we've divided sessions into seven categories. Choose the sessions you want from any category, however you want.

G General H&S	HR Human Resources	LD Leadership	WMH Workplace & Mental Health
HZ Hazards	JHSC JHSC	LL Legislative & Legal	

Root Cause Analysis (RCA): Looking Past the Smoke and Mirrors To Get To The Real Causes of Workplace Incidences

Hamish Morgan, Manager, Consulting Services (Central East)
Workplace Safety & Prevention Services (WSPS)

Jeremy Shorthouse, Senior Manager HSE, Projects & Design, Mondelez Canada

Typical corrective actions from most workplace incident investigations result in re-training or re-instructing employees in safe work practices and behaviours. This requires time and money and often with very limited to zero impact in harmful risk reduction. Many are familiar with root cause analysis, including techniques such as the 5 why's and fishbone diagram; but few workplaces apply them in an effective way. This workshop, using a case study, will walk participants through a practical means of conducting and getting down to the real root cause of incidences and putting in place the proper corrective measures using the hierarchy of controls. This unique practical experience will send participants back to the workplace more confident, capable, and ready to conduct effective and meaningful investigations.

G JHSC LD

The Ontario Designated Substances Assessment - Practical Guidance

Warren Clements, BSc (HB), CIH, CRSP, Specialized Services Lead
(Occupational Hygiene), Workplace Safety & Prevention Services (WSPS)

Jasmine Kalsi, MSc, ROH, Occupational Hygienist
Infrastructure Health & Safety Association (IHSA)

The Ontario Designated Substances (DS) Regulation has been around since the 1980s but has been considerably revised. Employers are still working on completing and/or updating their Designated Substances Assessments and/or Control Programs today. Join this session to get some background information on the Ontario regulation, the associated MLITSD guideline, with emphasis on both silica and asbestos. This session will also provide some practical tools and approaches to help with the implementation of the DS assessment in your workplace.

HZ LL

11:00 am – 12:00 pm

Choose One

Turning Stress and Adversity into Opportunity and Organizational Sustainability

Kristy Cork, Specialized Services Lead – Healthy Workplaces
Workplace Safety & Prevention Services (WSPS)

The greatest resource for any business is its workers, and while you may know what to do to prevent equipment from breaking down, how do you prevent employee burnout? This session discusses the physiology and psychology of stress responses and how strategies lead to greater resilience and enhance employee engagement and retention, critical factors in the success of businesses going forward.

G HR WMH

High Five for Better Decisions, Better Recommendations, and Better Committees

Learn to use the innovative High Five Consensus Building Process to drive collaborative team-based decision-making while building trust and strengthening working relationships and learn how to research and craft committee recommendations that make senior leaders excited to implement them.

G JHSC LD

Your Roadmap to Excellence

Sponsored by:

Laura Todoruk, Health and Safety Excellence Consultant
Workplace Safety and Insurance Board (WSIB)



Learn about WSIB's Health and Safety Excellence program and how it can provide your business with a tailored, step-by-step roadmap to excellence in health and safety. Find out how businesses have used the program to become more resilient, reduce costs, and earn rebates from the WSIB, while also establishing their brand as a safe employer. Also, learn about the limited time incentives available to businesses with 1 - 99 employees including double rebates and financial support for developing a health and safety plan. Whether you are new to health and safety or looking to optimize a health and safety management system, the Health and Safety Excellence program will provide you with an incentivized path forward.

G JHSC LD

Fit for All: Improving PPE to Keep Workers Safe

Sponsored by:



Candace Sellar, M.A. (DEM) Program Manager
Worker and Public Safety, Standards, CSA Group

New research by CSA Group shows that Canadian women are disproportionately impacted by a lack of gender-responsive personal protective equipment (PPE). Proper fit and comfort are two of the most important features in the design and usage of PPE, yet a significant number of women surveyed experience one or more issues with ill-fitting PPE. During this session, Candace Sellar, Program Manager, Worker, and Public Safety Standards, will provide a high-level overview of CSA Group's published research, Canadian Women's Experiences with PPE in the Workplace, and explore how and why access to properly fitting equipment continues to be a long-standing issue.

HZ JHSC

Harnessing Change: Safety Implications in a Transforming Environment

Sponsored by:



Patience Cathcart, MBA, Director of Data Science and
Public Safety Officer, Electrical Safety Authority (ESA)

This informative talk will speak to the landscape of the electrical sector and the safety implications involved as our environment changes. Being a modern regulator encompasses embracing risk-based approaches, augmenting the capability of our resources and being inclusive, accountable and transparent.

G HR HZ LD

12:45 – 1:45 pm

Choose One

The Ups and Downs of Managing Seasonal Workers

Mila Dembowy, Human Resources Manager
Hilton Niagara Falls/Fallsview Hotel & Suites

Dianna Dymond, CHRP, CHRL, Vice President of Human Resources
Lais Hotel Properties Limited

Phil Johnson, MBA, CRSP, Senior Manager, Health, Safety and Compliance,
Niagara Parks Commission

Today's evolving and multi-generational workforce presents businesses with unique challenges and opportunities in keeping workers safe. For businesses that recruit seasonal workers every year, it is critically important to understand the health & safety implications of their staffing dynamics. How can businesses provide effective training in a compressed timeframe and ensure a healthy, productive workplace culture that supports all workers to avoid hazards, feel psychologically safe, and work together effectively and harmoniously? With considerations such as workplace guidelines regulated by TSSA, work subject to variable environmental factors, and positions that vary from guest facing to maintenance and trades, how do you fashion an orientation program to serve an ever-changing and diverse employee base? Attend this session to hear real life experiences and walk away with tips and strategies that will inspire safety professionals to make orientations effective and efficient and help your employees and business thrive.

HR

LD

Navigating the Challenges of a Hybrid Workplace: Practical and Legal Considerations for Employers

Lorenzo Lisi, Partner & Workplace Law Group Leader, Aird & Berlis LLP

While at times it appears the workplace has returned to its pre-COVID structure, the reality is that many employers are struggling with the practical and legal issues involved with managing today's workplace. Considerations of employee health and safety, performance management and threats of constructive dismissal are but some of the legal concerns. The practical problem of attracting and retaining talent when "work from home" acts as a competitive disadvantage further complicates the picture. Join Aird & Berlis Workplace Law Group leader Lorenzo Lisi as he takes you through the implications of remote work and shares his unique perspective on how employers can manage to succeed.

HR

LL

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General H&S

HR

Human Resources

LD

Leadership

WMH

Workplace & Mental Health

HZ

Hazards

JHSC

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LL

Legislative & Legal

Secrets from Award-Winning Safety Professionals

OHS Canada

Sponsored by:



Join the editors of OHS Canada for this exclusive session featuring the inside stories from organizations and safety professionals recently recognized at OHS Honours, a national competition that recognizes and celebrates best practices. Our panel will discuss what they did at their organizations and the lessons they learned on the way to building a strong culture of safety.

G HR LD

A Conversation with the MLITSD

Ministry of Labour, Immigration, Training and Skills Development

Join us for this interactive and informative session with the Ministry of Labour, Immigration, Training and Skills Development (MLITSD). This is a great opportunity to bring your health and safety questions forward to experienced representatives from the MLITSD, and to learn more about the MLITSD and their ongoing efforts to provide support, advice and enforcement as needed to help protect the health and safety of Ontario's workers. New legislative changes for 2023 and 2024 that employers and workers should be aware of will also be discussed. Don't miss this engaging and interactive session featuring a knowledgeable panel ready to address the health and safety questions that matter to you.

G LL

Confined Space, No Easy Way In or Out: An Overview

Craig Stewart, CRSP, Specialized Consultant (Confined Spaces)
Workplace Safety & Prevention Services (WSPS)

Have a confined space but do not have an active plan in place? Are you unsure whether you operate in a confined space and need guidance on next steps? Join us for an interactive and practical session that will review past confined space incidents and examine what we can learn from them and provide you with the information you need to establish an effective confined space program, including how to recognize, assess and control common confined space hazards. We will also review rescue considerations, unexpected complications in rescue, and the importance of real-world planning and solutions. Attending this session is a must for those in high-risk, high stress industries, particularly those that operate in confined spaces such as tunnels, silos, sewer shafts, ducts, pipelines, and aluminum and stainless-steel vats and tanks. Even a minor procedural oversight can impact workplace health and safety.

HZ

Protecting Employees. Protecting Business.

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1 877 494 WSPS

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Workplace Safety
& Prevention Services®

Visit The Trade Show

7:00 am – 2:00 pm

Visit the trade show to meet a range of vendors, network with peers and gain valuable knowledge on new products and best practices at your workplace. You may even win a prize!



Mindfulness



Balance



Knowledge



Network

For exhibitor or sponsorship information contact:

Terri Boorne, Events Coordinator

Mobile: 289-326-5115 | Toll Free: 1-877-494-9777

email: terri.boorne@wsps.ca

Visit the WSPS Booth for your chance to WIN!

Fujifilm Instax Mini 11
Instant Film Camera with
Fujifilm Instax Mini Instant Daylight
Film Twin Pack, 20 Exposures



*Model may vary from photo shown.



Early Bird Rate: \$279 + HST
Register on or before Oct. 13, 2023
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SAVE \$60

What's Your Vision?



Visit the trade show and **Share Your Vision** for a healthy and safe workplace on our vision board.

Let's Get Social!



Use **#PiP_Conf**
to join the
conversation!



@WSPS_NEWS



Workplace Safety & Prevention Services

Register Now!



EARLY BIRD RATE

\$279 + HST

Register on or before October 13, 2023

REGULAR RATE Register after October 13, 2023

\$339 + HST

STUDENT RATE (On-site only)

\$49 + HST

Available to full time students with proof of student ID#. Limited space available! Early bird discounts do not apply.

NOTE: Minimum number of participants must be registered in order to run the conference. Register early to avoid disappointment.

Registration Details

PAYMENT METHODS

Visa, Mastercard, or AMEX. Invoices available on approved credit only; contact Customer Care at: customercare@wspss.ca

VOLUME DISCOUNTS

5%	6 – 9 registrations
10%	10 – 15 registrations
15%	16 – 20 registrations
20%	21 or more registrations

REGISTRATION RATES include continental breakfast, keynote speakers, lunch, conference sessions, and trade show admission. Early Bird rate cannot be combined with any other discount or special offer. Volunteer, safety group, volume discounts and any other discounts or special offers cannot be combined.

Cancellation Policy Cancellations received in writing before **November 3, 2023**, will receive a full refund less a \$50 cancellation fee. Cancellations received after this date will not be accepted and the full conference fee will be forfeited without exception.

- Delegate substitutions are accepted at anytime and must be received in writing by **November 10, 2023**.
- If the cancelling delegate is a member of a group registration, the remaining group members may be subject to a higher fee as outlined within the WSPS event fee structure.
- Cancellations and/or substitutions must be made through Customer Care at: customercare@wspss.ca

Terms & Conditions

- Program subject to change without notice. WSPS reserves the right to make date changes with notice, speaker changes without notice and/or to cancel an event.
- Delegate registrations are accepted on a first-come, first-served basis; online advanced registration is strongly encouraged. If circumstances arise that require capacity to be reduced, any impacted individuals will be notified as soon as possible and be provided with a full refund.
- Where in person capacity limits may restrict the number of patrons allowed in the facility, onsite registration may not be allowed. WSPS Organizers will provide more details regarding this process closer to the event opening.

Health & Safety Measures

Protecting the health and safety of our delegates, speakers, exhibitors, and staff is, and will continue to be, top priority at WSPS. Should any level of government or respective agency impose restrictions or regulations that may impact the event, WSPS Organizers will make every effort to communicate such updates closer to the start of the event.

To register or for more information:

PartnersinPreventionConference.com/GoldenHorseshoe
1 877 494 9777

Hotel Information

Hilton Niagara Falls / Fallsview Hotel & Suites

6361 Fallsview Boulevard,
Niagara Falls, ON L2G 3V9

Tel: 1-866-873-9829

Book by October 16, 2023

Rate: **\$159.00** (2 Queen Beds)

\$139.00 (Compact King)

+ applicable taxes and fees.



Please book directly to receive the special rate and quote room block code: "WSPS". Rooms are subject to availability.

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Workplace Safety & Prevention Services™ is the largest health and safety association in Ontario, responsible for more than 174,000 member firms across the agricultural, industrial/manufacturing and service sectors.

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