



PARTNERS IN PREVENTION 2025
REGIONAL HEALTH & SAFETY CONFERENCE

Foundations & *FRONTIERS*



GOLDEN HORSESHOE | NOVEMBER 28, 2025
Fallsview Casino Resort

NIAGARA FALLS

PartnersInPreventionConference.com/GoldenHorseshoe



PARTNERS IN PREVENTION 2025

REGIONAL HEALTH & SAFETY CONFERENCE



Foundations & FRONTIERS

Safety is a collective responsibility that goes beyond the workplace. It's about ensuring people are protected, workers return home healthy and safe, and communities thrive. By fostering a culture of collaboration and cooperation, every worker needs to feel empowered to contribute to a safer work environment. By prioritizing workplace safety, continuous learning and open communication we can collectively achieve a common purpose to protect each other and achieve a zero-incident workplace. Working together, hand in hand, to build a stronger, more resilient workplace culture and community.

Join us at Partners in Prevention and get ready to work together. With a common purpose of protecting people, promoting healthy workplace cultures – together we can contribute to businesses success while strengthening the social and economic fabric of the communities we serve.

NOVEMBER 28, 2024

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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 | LD Leadership |
| HZ Hazards | LL Legislative & Legal |
| HR Human Resources | WMH Workplace & Mental Health |
| JHSC JHSC | |



SAVE \$60

Early Bird Rate: **\$329 + HST**
Register on or before
October 31, 2025

KEYNOTES | November 28, 2025



MORNING KEYNOTE 8:00 – 9:00 am

The Pattern Behind the Problem: A New Lens for Safety Culture

NATHAN HALL

Creator of *The Work of Us*™
Founder of Culture Check

Burnout. Disengagement. Change fatigue. These aren't separate crises—they're signals of something deeper: hopelessness—a collapse of belief in change, in agency, and in each other. Hopelessness is the crisis behind the crises. It traps teams in destructive patterns of connection. This keynote introduces *The Work of Us*™, a practical lens for diagnosing and shifting culture. You'll learn how patterns form through clashing rhythms. You'll see how those patterns are shaped by a team's conditions and capacity. And you'll discover how every team's repeated pattern becomes its Culture Archetype. Map the pattern. Design a new rhythm. Restore hope—the foundation of connection, resilience, and a culture that lasts.



PANEL PRESENTATION 2:00 – 3:00 pm

Behind the Awards: Real Stories from Canada's Safety Professionals

MODERATED BY: **Brandi Cowen**, Editor, OHS
Canada & Talent Canada, Annex Business Media

Get inspired by the safety professionals setting the standard across the country. This session, led by the editor of OHS Canada, features award-winning leaders from the OHS Honours, a national competition celebrating best practices, sharing the key practices and cultural shifts that earned them national recognition. Learn how these professionals' turned challenges into achievements—and how you can apply their lessons in your own organization to build a strong safety culture.

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MEDIA SPONSOR



November 28, 2025

Registration & Breakfast

7:00 – 8:00 am

Trade Show Hours

7:00 am – 2:00 pm



SERIES 1

9:15 – 10:15 am Choose One

Key to Workplace Health and Safety:

Competency, Responsibility and Due Diligence Strategies for Supervisors

Kristin Hoffman, Health & Safety Consultant, Workplace Safety & Prevention Services

Don McInnes, Regional Program Coordinator Industrial, Ministry of Labour, Immigration Training and Skills Development

Supervisors are essential to maintaining workplace health and safety. This session will cover their legal duties under the OHSA, discuss competency, and outline necessary knowledge, experience, and training. Attendees will explore practical due diligence strategies and learn how to foster a positive safety culture by motivating and engaging workers. Whether you're new to the role or a seasoned supervisor, this session offers valuable, actionable guidance to help you fulfill your responsibilities with confidence. Hear from MLITSD and WSPS representatives as they share their insights and answer your questions.

G HR JHSC LD LL

Empowering Everyone: Conducting Root Cause Analysis for Safer Workplaces

Rishma Brenner, Senior Health & Safety Consultant, RARCA, Workplace Safety & Prevention Services

Alyson Smith, Specialized Consultant (Management Systems), Workplace Safety & Prevention Services

Join us for an engaging session on Root Cause Analysis (RCA) to uncover the hidden causes of workplace incidents and create a safer environment. This session covers the Swiss Cheese Model, Fishbone Diagram, and the 5 Whys method, providing practical techniques for effective RCA. Participants will learn the step-by-step process of conducting RCA and who should be involved. Through hands-on group activities, including scenarios like slip/trip/fall incidents and workplace violence, participants will apply RCA techniques, share findings, and develop action plans. This collaborative experience ensures participants leave with practical tools and strategies to enhance safety and prevent future incidents.

G JHSC LD

Contractor Safety: Legal Obligations as an Employer

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

Zachary Sippel, Associate, Workplace Law Group, Aird & Berlis LLP

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AIRD BERLIS

In today's freelance economy, employers increasingly rely on independent contractors rather than employees. While this approach can benefit the bottom line, it also introduces risks. Employers must understand their responsibilities regarding contractors and their obligations if an injury occurs on a worksite. Failure to address these issues can expose companies to significant liabilities. Join David Reiter, Partner and occupational health and safety lawyer at Aird & Berlis LLP, as he outlines the legal implications for employers when hiring contractors and provides guidance on handling workplace injuries. Don't miss this opportunity to gain valuable insights and protect your business.

LL

SERIES 1

9:15 – 10:15 am Choose One

Pedestrian Segregation: The Next Frontier

Kevin Van Dyken, National Business Development Manager, Proax Technologies Inc.

The Canadian manufacturing and warehousing sectors are dramatically growing and evolving but those responsible for the safety of personnel, contractors, and facilities are not always able to keep up. This session looks at the current landscape in Canada and discusses the next steps to integrate the passive and active safety necessary for the protection of workers related to autonomous mobile robots (AMRs) and automated forklifts. It also addresses the training that must be top of mind to ensure that both current and future generations are equipped to thrive alongside the increasingly complex intersection of people, machines, and intelligent systems.

HZ

Mental Health Stay-at-Work and Return-to-Work: Building Your Toolkit

Nathan Kolar, MCISc, CEBS, SCEP-CPT, Health and Safety Consultant
Workplace Wellbeing Team, Public Services Health & Safety Association

This session explores best practices for mental health stay at work and return to work. Leaders will review forms and documentation typically required during the SAW/RTW journey with a focus on building a toolkit of resources to support you manage mental health return to work. During this session, participants will: Identify roles and responsibilities for MH RTW; Identify barriers and facilitators for successful SAW/RTW; and Explore tools and resources for SAW/RTW: a leader's toolkit. Participants will leave the session with practical resources to add to their toolkit to support successful mental health return to work.

HR JHSC LD WMH



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SAVE \$60

SERIES 2 11:00 am – 12:00 pm Choose One



WSIB Claims 201

Sonia Arruda, Stakeholder Relations Manager
Workplace Safety and Insurance Board

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Jennifer Singleton, Stakeholder Relations Manager, Workplace Safety and Insurance Board

This session will build on WSIB Claims 101 from 2024 and take an in-depth look into WSIB complex claims management. Touching on Case Management, Return to Work and Health Services for both physical and mental stress claims. Leave with an understanding of how the different areas of WSIB work together to promote safe and suitable return to work and recovery for workers. Join the WSIB in learning more about the complexities of claims management.

G HR LL

Leading vs. Managing: Communication and Culture is a Choice

Mindy Weir, Senior Director, Regional Distribution, Grainger Canada

Fostering an inclusive workplace culture offers many benefits essential for long-term success, such as improved engagement and collaboration, better employee wellbeing, enhanced business performance, and a stronger company brand. In today's multifaceted and changing workplace, companies are feeling the pinch when it comes to minimizing employee turnover and creating an inclusive environment where team members feel a sense of belonging, pride and ownership. It's crucial to create a place where team members can be their authentic selves, make meaningful contributions, and see themselves for long-term success. By showing accountability, engagement, and recognition, workplaces can build the right path to a positive and productive workplace culture. During this presentation, Mindy will share her personal insights and real-life work experience when it comes to driving engagement in a high-pressure environment with a focus on three key elements: building representation in leadership that reflects the teams they lead; leading with empathy and understanding to foster motivation and creating a sense of belonging and ownership to enhance performance.

G HR

Ready, Set, Work: Supporting Diverse Teams in High Turnover Workplaces

Joe O'Grady, Regional Program Coordinator, Ministry of Labour, Immigration
Training and Skills Development

Today's retail and tourism landscapes are powered by increasingly diverse and dynamic workforces—including temporary foreign workers (TFWs), new and young Canadians, and seasonal staff. This session explores how to deliver meaningful training in compressed timelines while supporting rights and responsibilities. Learn how to create inclusive orientations that speak across languages and literacy levels through accessible communication tools. We'll address employer duties, agency collaboration, and employee rights. With practical insights, real-world examples, and proven strategies, this session will help you engage a multigenerational workforce—from front-line guest services to behind-the-scenes maintenance—and build a culture where every worker feels seen, supported, and safe.

HR LD LL

SERIES 2 11:00 am – 12:00 pm Choose One

From Boredom to Brilliance: Transforming WHMIS Training for Real Impact

Elizabeth Lofthouse, Senior Health & Safety Consultant, Workplace Safety & Prevention Services

Wagish Yajaman, Occupational Hygienist, Ministry of Labour, Immigration Training and Skills Development

Joanne Zaraliakos, Health & Safety Manager, JFE Shoji Power Canada Inc.

How effective is your WHMIS training? Do your workers, supervisors and managers understand the hazards associated with the products they work with? Have you provided them with adequate training, so they know how to protect themselves when working with hazardous products in your workplace? If you asked them right now to show you how they safely use, handle, store, or dispose of the hazardous products, would you confidently expect they could? Can you describe how WHMIS benefits your business?

This engaging and interactive session will provide a focused overview of MLITSD's Occupational Hygiene Campaigns, with an emphasis on effective WHMIS workplace-specific training to prevent occupational illness and injuries. Participants will gain insights into best practices, and frequent workplace contraventions will be highlighted while offering practical solutions for compliance and safety improvements. Designed to be both informative and hands-on, this session will equip attendees with actionable strategies and tools to strengthen WHMIS training in their workplaces.

G HR JHSC

Ergonomics Implications Associated with Wearable (and other) Technologies

Nathan Birtch, R.Kin. CCPE, Specialized Consultant (Ergonomics)
Workplace Safety & Prevention Services

Modern technological innovations, such as exoskeletons, motion capture technology, wearable devices, and virtual reality-based training, are being considered for tasks performed by workers across various industries to improve performance, efficiency, and safety. However, with the introduction of any new technologies, there are potential benefits, challenges, and risks that must be considered. Applying ergonomics principles, the science of understanding and ensuring compatibility between human abilities/limitations and the work they perform, is becoming an increasingly important factor to consider. This session will explore the benefits, challenges, and potential risks associated with various forms of modern wearables and other technologies being more widely introduced into workplaces.

HZ



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SERIES 3

12:45 – 1:45 pm Choose One



Innovating Health and Safety: Engaging Your JHSC and the Modern Workforce

Ted Balazs, Health & Safety Consultant, Workplace Safety & Prevention Services

Kim Campagnaro, Health & Safety Consultant, Infrastructure Health & Safety Association

Jeremy Shorthouse, EHS Consultant

Explore the key elements that make a Joint Health and Safety Committee (JHSC) effective and impactful. Participants will gain insights into best practices for JHSCs, including understanding the roles and responsibilities of committee members while making it fun and engaging. Together, we will examine creative approaches to health and safety, such as utilizing technology and digital platforms to connect with a multi-faceted workforce. The session will also address the importance of diversity, innovation, and leveraging the unique skills and experiences of team members to overcome language barriers and enhance problem-solving, communication and building trust. Participants will have the opportunity to share best practices and talk through what is and isn't working at their committees, examining issues from both a manager's and a worker's perspective. Regardless of what industry you represent, this session aims to equip participants with practical tools and innovative ideas to foster a collaborative and motivated health

G HR JHSC

Building a Feedback Culture to Strengthen Safety, Trust, and Performance

Sandra Montanino, Founder and Principal, Navig8 Professional Development Inc.

In the workplace, feedback isn't just a performance management tool; it's a safety imperative. Yet many organizations struggle with a culture where employees hesitate to give or receive feedback, fearing conflict, defensiveness, inaction, or negative repercussions. When feedback is avoided, poorly delivered or received, safety risks increase, accountability weakens, and valuable opportunities for learning and improvement are lost. This session explores how health and safety workers and leaders can build a culture where feedback is not only accepted but expected. A feedback-rich environment fosters trust, engagement, and continuous improvement – key pillars of a high-performing and safe workplace. Participants will gain practical strategies to seek, give, and receive feedback more effectively and consistently, helping to shift feedback from a difficult conversation into a powerful tool for growth, learning, and safety.

G HR JHSC LD

The Show Must Go On! Balancing Safety and Business

Barrie Furtney, Health & Safety Consultant, Workplace Safety & Prevention Services

Are you a business owner or manager juggling multiple responsibilities without a dedicated safety team? This session is designed for you! Managing health and safety is crucial for any business, and this session will provide you with valuable insights into how all the pieces fit together. You'll learn about key safety considerations, task assignments and essential elements you can't afford to overlook, including ensuring all necessary safety measures are in place, clarifying who is responsible for various safety tasks and understanding the importance of maintaining accurate records and complying WSIB requirements. Bring your questions and leave feeling supported and empowered to manage safety effectively in your organization.

G JHSC LL

SERIES 3

12:45 – 1:45 pm Choose One

Falls Prevention and Accident Investigation: A Unified Approach

Brian Varrasso, Consultant, Infrastructure Health & Safety Association

This session will explore the development of a comprehensive falls prevention program that seamlessly integrates with an accident investigation framework. Participants will learn to identify potential fall hazards, implement preventive measures, and conduct thorough investigations following incidents. By combining proactive and reactive strategies, this program aims to reduce fall-related injuries and enhance workplace safety. Attendees will gain practical insights and tools to create a safer environment, ensuring compliance with safety regulations and fostering a culture of continuous improvement.

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Tips for Building and Occupational Health & Safety Management System: From Zero to Success

Mike Russo, MHSc, ROH, CRSP, Consultant, WorkBright™

Want to build a strong Occupational Health and Safety Management System (OHSMS) but don't know where to start? This presentation provides five actionable tips to help organizations manage health and safety more effectively and efficiently. Whether your organization is simply looking for tips to manage OHS more effectively, or it is looking to achieve certification to standards such as ISO 45001 or COR® (Certificate of Recognition), learn about common pitfalls and proven strategies for success. From leadership commitment and hazard and risk assessment, to implementing controls, this session will empower your organization to streamline OHS processes, improve compliance, and demonstrate a commitment to health & safety.

G

JHSC

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The Trade Show

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.

Visit the
Trade Show: **November 28, 2025**
7:00 am – 2:00 pm



Top 5 Reasons to attend the trade show:

1. Network with vendors and industry experts who can help elevate your business
2. Access need-to-know information to enhance your OHS knowledge
3. Expand your network and connect with leaders that can improve your business performance
4. Discover the latest innovations, products and services
5. Have fun! Engage in demos and activities to win booth giveaways and or special offers



For exhibitor or sponsorship information contact:

TERRI BOORNE
Events Coordinator

Mobile
Toll Free
email

289-326-5115
1-877-494-9777
terri.boorne@wsps.ca

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HOTEL INFORMATION

HILTON NIAGARA FALLS / FALLSVIEW HOTEL & SUITES

6361 Fallsview Boulevard
Niagara Falls, Ontario

Phone: 1-866-873-9829

Book by: October 28, 2025

Rate: \$159 (2 Queen Beds)

\$139 (1 Compact King)

Plus applicable taxes and fees

Booking Details:

To book call Group Reservations at: 1-866-873-9829 and quote "Workplace Safety & Prevention Services (WSPS)" to receive the group rate.

Rooms are subject to availability.

Fallsview Hotel 



You're in...

 **Member
Benefits**

wsp.ca/memberbenefits



If you're a WSIB-registered business in the agriculture, manufacturing or services sectors, you're automatically entitled to receive a suite of health and safety services from WSPS at no additional cost.

 **WSPS.CA**

REGISTRATION INFORMATION

FULL CONFERENCE



EARLY BIRD RATE

Register on or before October 31, 2025

\$329+ HST

REGULAR RATE

After October 31, 2025

\$379+ HST

NOTE: Minimum number of participants must be registered in order to run the conference.
REGISTER EARLY TO AVOID DISAPPOINTMENT!

VOLUME DISCOUNTS

5% 6 – 9 registrations
10% 10 – 15 registrations

15% 16 – 20 registrations
20% 21 or more registrations

To be eligible for a volume discount, registrations must be made at the same time. Volunteer, Health & Safety Excellence program, volume discounts and/or any other discounts or special offers cannot be combined.

Registration Details

PAYMENT METHODS

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

REGISTRATION RATES

Rates include breakfast, keynote speakers, lunch, conference sessions, and trade show admission, and one parking exit pass (onsite at Fallsview Casino Resort, provided upon event check-in). The 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 14, 2025, 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 to customercare@wsps.ca by November 21, 2025.
- 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@wsps.ca

BCRSP POINTS

Attending Partners in Prevention 2025 Regional Health & Safety Conference – qualifies for BCRSP CPD points. WSPS is not responsible for maintaining and processing education credits. Visit the BCRSP website at www.bcrsp.ca for more information on CPD point criteria and submission.

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, please visit:

PartnersInPreventionConference.com/GoldenHorseshoe

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Workplace Safety & Prevention Services™ (WSPS)

is a not-for-profit health and safety organization in Ontario, serving more than 174,000 member firms and 4.2 million workers across the agricultural, manufacturing and service sectors.

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WITH US



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