



PARTNERS IN PREVENTION 2025
REGIONAL HEALTH & SAFETY CONFERENCE

Foundations & *FRONTIERS*



FORUM NORTH | NOVEMBER 5, 2025
Valhalla Inn & Conference Centre

THUNDER BAY

PartnersInPreventionConference.com/ForumNorth



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 5, 2025

Keynote Speakers Bios.....	page 3
SPONSORS	page 4
SERIES 1	page 5
SERIES 2	page 7
SERIES 3	page 9

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 8, 2025

KEYNOTES | November 5, 2025



MORNING KEYNOTE
8:00 – 9:00 am

Lessons From the Edge: Navigating High Risk Environments

WILL GADD

Renowned Adventure Athlete, Award-Winning Author and Film Maker

Embark on an exhilarating journey with Will Gadd, a world-renowned adventure athlete who was the first to climb frozen Niagara Falls, paraglided over the Grand Canyon, and dived deep into glacial caves a journey most would not dare navigate. With humor and profound insight, Will shares his extraordinary experiences and practical tools for thriving in high-risk environments from managing risk to seizing opportunity and building resiliency and positive team culture. Through carefully crafted storytelling and visually stunning images, Will delights audiences with simple yet effective strategies to navigate the unknown and achieve the impossible. Will's keynote address will leave you feeling inspired and prepared to take action.



AFTERNOON KEYNOTE
1:15 – 2:15 pm

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.

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November 5, 2025

Registration & Breakfast

7:00 – 8:00 am

Trade Show Hours

7:00 am – 2:45 pm



SERIES 1

9:30 – 10:30 am Choose One

Wellness That Works: Turning Good Intentions into Meaningful Action

Lynda Fraser, Health Promotion Planner, Thunder Bay District Health Unit

Heather Poulter, Public Health Nurse – Workplace Health Promotion, Thunder Bay District Health Unit

We see it too often. Workplace leaders with good intentions to support employee wellness, but with too many competing priorities. The result becomes “random acts of wellness” that don’t make a meaningful impact. One of the keys to success is for leaders to be strategic and use the resources that are already available to help. This session will guide participants through applying evidence-based workplace wellness principles in a Northwestern Ontario context. It will also provide an overview of the turn-key tools that are already developed to help employers support the physical and mental wellbeing of their staff. You will leave empowered to take action towards fostering an organizational culture where employees would agree that their employer cares about them. Think you can’t afford to invest in employee wellness? In this highly competitive landscape where attracting and retaining good workers is paramount, you can’t afford not to!

HR WMH

Moving Beyond Land Acknowledgements

Jason Thompson, President & CEO, Superior Strategies

The path to reconciliation requires more than words; it requires action. This session outlines tangible steps to expand Indigenous access to education and employment, foster inclusive workplaces, and strengthen Indigenous leadership. Discover how organizations and individuals can drive equity, prosperity, and lasting change. Participants will leave with actionable strategies to embed authentic Indigenous inclusion across their organizations.

G LD

JHSC: Integrating People, Tools & Technology for an Effective Safety Program

Ashley Radtke, JHSC Co-Chair, Tbaytel

Rob Popien, JHSC Co-Chair, Tbaytel

Rob Symington, Manager – Technical Support, Tbaytel

As technology improves and the landscape of the workplace changes, how do you ensure your JHSC remains effective? Tbaytel – the largest independent telecom company in Canada – was recently awarded the 2024 Canada’s Safest Utilities and Electrical Employer, so Tbaytel JHSC co-chairs alongside Tbaytel’s Health & Safety Advisor do a deep dive into Tbaytel’s JHSC and how they utilize people and technology to create an effective JHSC in a multi-faceted, complicated business environment. We will be showcasing the practical application of tips and tools for a powerful and effective JHSC – one that works together to provide positive solutions for health and safety in your workplace.

JHSC

SERIES 1

9:30 – 10:30 am Choose One

From Boredom to Brilliance: Transforming WHMIS Training for Real Impact

Ina Chomyshyn, Occupational Hygiene Consultant
Ministry of Labour, Immigration, Training and Skills Development

Ayden Robertson, Senior H&S Consultant, Workplace Safety & Prevention Services

How effective is your WHMIS training? Do your workers 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?

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 HZ LL

Fall Prevention and Accident Investigation

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.

HZ



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SERIES 2 11:15 am – 12:15 pm Choose One

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 LD WMH

(Not so) Good Vibrations: Uncovering and Controlling Workplace Vibration Risks

Ayden Robertson, Senior H&S Consultant, Workplace Safety & Prevention Services

Whole-body (WBV) and hand-arm (HAV) vibration may not be the most visible hazard on your worksite – but its impacts can be chronic, painful, and disabling. From power tools to industrial equipment, workers across industries face daily exposure to vibration that can long-term damage to the spine, blood vessels, joints, and nerves. As a potentially hazardous physical agent, like noise, employers are responsible for exercising appropriate diligence to recognize, assess, and control workplace vibration exposure. This session will explore the real-world consequences of vibration-related injuries, highlight key information to communicate to workers including common sources, signs, and symptoms, and provide practical strategies to assess and manage this often-overlooked risk. Whether you're a safety professional, supervisor, or worker, this session will help you only bring good "vibes" to the workplace with clear direction on how to incorporate consideration of workplace vibration risks into your occupational health and safety programs.

HZ

The R. v. Sudbury "Belt and Braces" Approach and Due Diligence

Brad Smith, Weiler, Maloney, Nelson LLP

When the Supreme Court of Canada released its decision in R. v. Sudbury on November 10, 2023, there was concern that owners would have increased liability as an employer on a construction site. But Sudbury had also successfully argued due diligence at trial, which was confirmed after the final appeal was dismissed on March 31, 2025. This session will review Sudbury's successful defense of due diligence and what it means for an owner/employer on a construction project.

HR LL

SERIES 2 11:15 am – 12:15 pm Choose One

When Seconds Count: Emergency Preparedness for Today's Modern Workplace

Adrienne Allam, CRSP, Manager, Health & Safety Services, Northwest, Workplace Safety North

In today's rapidly evolving world, emergency preparedness must go beyond the basics. Employers and workers have a shared responsibility when it comes to creating a plan to minimize harm and ensure a safe response during emergencies. This not only protects employees but lessens damage and facilitates a swift recovery. This session brings together critical insights from fire safety, workplace violence prevention, and modern emergency planning to help organizations and individuals build comprehensive, proactive safety strategies. Creating a plan, staying informed, building strong communication measures, educating and training employees are all critical components of being crisis ready. Whether you're responsible for safety in a corporate, public, or community setting, this session will provide practical tools and real-world strategies to help you stay prepared, protect lives, and respond effectively when every second counts.

G HZ JHSC LD

Workplace Wellness in a Changing World: A Municipal Perspective

Brigitte Champaigne-Klassen, MHSc, Wellness Coordinator, City of Thunder Bay

Ongoing societal shifts, the lasting impacts of the COVID-19 pandemic, and siloed departmental structures make building a meaningful municipal employee wellness program both complex and continually evolving. In this session, Brigitte, Wellness Coordinator at the City of Thunder Bay, shares insights, not answers, from the City's journey transitioning from early physical wellness initiatives to a more holistic, values-driven approach. Grounded in the National Standard for Psychological Health and Safety, she offers candid reflections and real-world examples of applying systems thinking, experimenting with new programming, and fostering a change-centered mindset. This session explores how wellness programs must evolve alongside the world around them, and how small, intentional moves over time lead to organizational impacts.

WMH



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SERIES 3

2:45 – 3:45 pm Choose One

Trust: A Safe Investment

Sabrina Missere, Health & Safety Consultant, Workplace Safety & Prevention Services

Trust — just five letters, easy to say, but incredibly difficult to earn. In today's evolving workplace, trust has become a critical currency for engaging employees in a company's safety culture. As the workforce becomes more diverse and multi-generational, leadership must evolve too. The era of rigid, top-down safety management is fading. Simply enforcing rules is no longer enough. This session is designed to spark a meaningful conversation about the future of safety leadership, the core components of trust and how leaders can transition from a compliance-driven mindset to one rooted in care — through authentic, everyday actions in the field. Safety is often declared a core value. But for that value to be meaningful, it must be consistently demonstrated. At its core, it's about recognizing that when we invest in building trust, the return is exponential. So, ask yourself: Are your actions building trust — or breaking it?

LD WMH

WSIB 201

Sonia Arruda, Stakeholder Relations Manager, Operations
Workplace Safety and Insurance Board

Sponsored by



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

Empowering Everyone: Conducting Root Cause Analysis for Safety Workers

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

Charlie Charalambous, Coordinator, Research and Stakeholder & Public Relations
Infrastructure Health & Safety

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 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 HZ JHSC

SERIES 3

2:45 – 3:45 pm Choose One

MLITSD 2026: Insights and Interactive Dialogue

Douglas Cettina, Industrial Program Provincial Specialist
Ministry of Labour, Immigration, Training and Skills Development

Join us for an engaging one-hour session where we explore the future initiatives and strategic plans of the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) for 2026. This session will kick off with an overview of the bigger picture, highlighting key developments and goals that will shape the ministry's direction in the coming year. Following this, delegates will have the unique opportunity to meet local inspectors in an interactive meet and greet. This segment is designed to foster open dialogue, allowing attendees to ask questions and gain insights directly from the inspectors. Don't miss this chance to connect.

G JHSC LL

The Show Must Go On!

Tiana Iacoboni, Health & Safety Consultant, Workplace Safety & Prevention Services
Pamela Patry, Manager, Northern Region, 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 with workplace safety and insurance board (WSIB) requirements. Bring your questions and leave feeling supported and empowered to manage safety effectively in your organization.

G JHSC LL



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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 Exhibitor Trade Show: **November 5, 2025**
7:00 am – 2:45 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 289-326-5115
Toll Free 1-877-494-9777
email terri.boorne@wsps.ca

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HOTEL INFORMATION

VALHALLA HOTEL & CONFERENCE CENTRE

1 Valhalla Inn Rd
Thunder Bay, Ontario

Phone: 807.577.1121 ext. 608

Book by: October 5, 2025

Rate: \$199 Plus applicable taxes and fees
(single King room)

Booking Details:

Please book directly to receive the special rate
and quote room block code: "1305103"

Rooms are subject to availability.

Valhalla Hotel 



You're in...

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wsps.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 8, 2025

\$329+ HST

REGULAR RATE

After October 8, 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

include breakfast, keynote speakers, lunch, conference sessions, and trade show admission. 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 October 22, 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 October 31, 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/ForumNorth

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EARLY & SAVE



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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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