



PARTNERS IN PREVENTION 2021
HEALTH & SAFETY FALL VIRTUAL CONFERENCE

NORTHERN ONTARIO



Embracing Change



Emerging Stronger

**PRELIMINARY
GUIDE**

November 17, 2021



PARTNERS IN PREVENTION 2021

HEALTH & SAFETY FALL VIRTUAL CONFERENCE

Embracing Change, Emerging Stronger

Ontario businesses have had to adapt quickly to the increasing demands and challenges over the past year and a half. Although change can be disruptive and uncomfortable to manage, it can also uncover opportunity for growth and success. Today, workplaces are embracing change more than ever, reimagining the way we work, using existing skills in new innovative ways and transitioning to new ways of thinking about health and safety – all this to ensure people are protected and businesses remain productive.

Partners in Prevention Health & Safety Fall Virtual Conference is an opportunity for OHS leaders to learn and share experiences, hardships and successes with their peers and community members. What best practice approaches help to address the demands of a changing workplace? What strategies help to promote a healthy and safe workplace culture, enhance brand impact and the bottom-line? All this and more will be explored and discussed.

Workplace Safety & Prevention Services (WSPS) would like to thank the Regional planning committees and volunteers for their support and contributions in helping to make the Partners in Prevention 2021 Fall Virtual Conference for Northern Ontario a success!

- [Forum North Committee](#)
- [Northeastern Committee](#)
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PARTNERS IN PREVENTION 2021

HEALTH & SAFETY FALL VIRTUAL CONFERENCE

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For Sponsorship Opportunities, please contact:

Terri Boorne, Events Coordinator, Events, Programming & Delivery

Workplace Safety & Prevention Services

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PARTNERS IN PREVENTION 2021

HEALTH & SAFETY FALL VIRTUAL CONFERENCE

OPENING KEYNOTE

9:00 – 10:00 am EST



Norm Keith, LLM, CRSP, Partner, KPMG Law LLP

OHS Legislative Outlook in a Post-Pandemic World

Norm Keith is a management-side labour, employment and human rights lawyer. Norm is the leading Occupational Health and Safety (“OHS”) lawyer in Canada. He has successfully defended more than 1,000 OHS regulatory, criminal and related charges. He provides proactive compliance advice and training in all industries and sectors. Norm provides strategic advice following workplace accidents and during government investigations. He has written many of the leading OHS books including Canadian Health and Safety Law, Norm was the first lawyer in Canada to become a Canadian Registered Safety Professional (“CRSP”), is a frequent conference speaker, edits the firm’s quarterly OHS newsletter “Due Diligence” and is the longest serving Judge in the prestigious Canada’s Safest Employers annual event. Norm has extensive experience in the complex subjects of alcohol & drugs and harassment & violence in the workplace. He has drafted policies, provided training, and acted as counsel in litigation for employers. He was counsel for employer’s groups at the Supreme Court of Canada in the Irving Pulp & Paper and Elk Valley Coal cases dealing with alcohol & drugs in the workplace.

CLOSING KEYNOTE

11:45 am – 12:45 pm EST



Sylvia Marusyk & Sonia Funk

Beyond Survival: A Journey to Thriving

Sylvia Marusyk is the owner and innovative mind behind MindBody Works, a Canadian company focusing on creating and maintaining health and wellness in the workplace. Sylvia is passionate about safety & health. As an Occupational Therapist with almost 30 years of experience and expertise in the field of health and safety, she emphasizes that prevention is the key to creating happy, healthy individuals, employees and businesses.

Sonia Funk is a Corporate Wellness Strategist and Nutritional Therapist, with international experience in the wellness industry. Her genius lies in her insightful and strategic telling of the human story behind the issue at hand. Sonia’s presentations are psychologically crafted in a way that allow her to effectively communicate life changing information and awareness. Her experience as an effective coach and therapist translates into her ability to relay useful tools and tips that are relevant to everyone.



Virtual Conference Agenda

Virtual Venue Opens 8:00 am EST

Welcome Remarks 8:45 am EST

Opening Keynote Speaker 9:00 am EST



Norm Keith

LLM, CRSP, Partner, KPMG Law LLP

OHS Legislative Outlook in a Post-Pandemic World

COVID-19 is not just a global public health crisis but an occupational health and safety crisis as well. The legal landscape has changed as a result of the pandemic and for employers, staying ahead of the issues is proving to be challenging. What are the legal implications for businesses around “proof of vaccinations” and return to work? How does the principles of the Internal Responsibility System - the right to know, the right to participate and finally the right to refuse - impact return to workplace policies? Can an employee who has been fully vaccinated versus an unvaccinated employee assert their rights in the workplace? How do you balance the priority of safety with employee sensitivity?

Join Norm Keith, Canada’s leading OHS lawyer, for this important and timely discussion as he addresses the tough questions and provides clear, practical answers for employers on the legal landscape post-pandemic. Norm will share current case law examples and provide a legislative outlook in the months ahead.

Networking Break
10:00 - 10:15 am EST



Live Concurrent Sessions: 10:15 – 11:30 am EST

(Choose 1 of 4)

The Biology of Safety: A New Way to Assess Risk

Sonia Funk

Founder, The Whole Avocado
Corporate Wellness Strategist
Registered Nutritional Therapist

Sonia takes research and insights from the “Father of Stress” himself, Hans Selye into the context of safety. Hans Selye is most known for his description of “General Adaptation Syndrome.” This syndrome speaks to the physical impact of stress on the body, the breakdown of specific body systems and how that breakdown leads to illness. Sonia walks through an easy to understand explanation of how a chronic stress response (which 2020 activated), a taxed nervous system (everyone at this point), poorly regulated blood sugar (sugar and coffee to cope), and fluctuating blood pressure (neurotransmitters produced by stress), can set a person up for poor decisions and accidents. To perfect the story of this biological brain-fog storm, Sonia then touches on how past trauma, stuck in the brain, and an upset digestive system, send mixed messages to the brain, making it even more dangerous. Educating employees on how this acts out in their daily lives could potentially save as many lives as a hardhat. In addition, educating leaders on biological red flags to watch for, will help them assess a whole new dimension of risk. By the end of this presentation the attendees will have a deep understanding of:

- how daily stress and lifestyle choices impact our body and brain function
- how that function alters our neurotransmitters & hormones
- how those imbalanced chemicals in the body have a direct impact on safety

Rule Your Emotions in Any Situation

Dr. Natasha Sharma

Best-Selling Author, Speaker, and Founder
The 8-Hour Therapist

Most actions we take in life are made based on how we *feel*. Not on what we think, intellect or logic. Since our actions determine the entire quality and experience we have of life, the starting point to creating positive change starts with ruling your emotions. But how do you control emotions when you can't control your environment or if your community doesn't truly value wellness? If the past two years have taught us anything, it's that we can't always control life. In this motivating, energetic, and highly interactive session, Dr. Natasha will teach you the skills you need to rule your emotions – independent of your life circumstances. Attendees will walk away with:

- understanding the top 3 mental health concerns: anxiety, depression, anger
- knowing the difference between healthy & unhealthy emotions
- learning how we create emotions, identifying what upsets you, and taking ownership of feelings
- recognizing the top 11 self-distressing “Shadow Beliefs”
- self-applying Cognitive Behavioural Therapy (CBT) to challenge & reframe
- discovering the ACT NOW system for taking charge of your emotions and choosing how you feel (and behave) in any circumstance

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Live Concurrent Sessions: 10:15 – 11:30 am EST

(Choose 1 of 4)

Creating and Supporting Workplace Mental Health Initiatives

Kristy Cork

Health and Safety Consultant, Mental Health, Workplace Safety & Prevention Services (WSPS)

Derek Jackson

Information and Marketing Manager
Wardlaw Heating & Cooling

Brianne Pringle

CHRL, Director, Human Resources
Algoma University

MODERATED BY:

Louise Caicco-Tett, MPH, CRSP, RN
President, Health & Safety Professionals Inc.

Through panel discussions and open dialogue, health & safety and human resources professionals will connect to discuss prevention, promotion and staged implementation of psychological health & safety initiatives. The panel, made up of young professionals will share insights, information and experiences on the implementation of programs and policies, from getting started to overcoming systematic barriers. Through these conversations, they will explore strategies for creating a more inclusive work environment that reduces the stigma around mental health.

Stories that Sell: How to Motivate, Educate and Build Teams Through Narrative Communication

Carla Rieger

Communication and Presentation Skills Expert

Effective leaders use stories, case studies and examples to communicate important messages. Most people in leadership roles just communicate using logic, concepts and facts. If you can learn to balance the dry communication with stories and examples, you'll notice people's engagement and motivation increase. Experience the power of building stronger teams and engaging your listeners no matter what. During this lively, entertaining and practical breakout session, attendees will discover how to use stories, anecdotes and well-placed examples to:

- move people from distracted to focused
- help people understand a complex message more quickly
- shift people from skepticism to open mindedness

Networking Break
11:30 am - 11:45 am EST



Closing Keynote Speakers

11:45 – 12:45 pm EST



Sonia Funk

*Founder, The Whole Avocado,
Corporate Wellness Strategist,
Registered Nutritional Therapist*



Sylvia Marusyk

Founder, MindBody Works

Beyond Survival: A Journey to Thriving

The chain reaction of events ignited by 2020 are impacting our lives, bodies and minds, right now. The damage is surfacing as increased struggles with mental health, fatigue, brain fog, unexplained symptoms, and illness. These outcomes are impacting performance in the workplace and reshaping our lives at home.

You're tired.

Sylvia and Sonia have a way out. They refuse to accept that coping in survival is all that we can hope for. In this presentation attendees will be given:

- an empathetic understanding of how stress effects the mind and body
- specific tools to get out of survival mode and move towards thriving
- a practical compass based on solutions, to combat the three universal triggers of stress that can help you

REGISTRATION INFORMATION

Register online

Register by phone **1 877 494 9777**

**Registration is required.*



Registration Type	Rate	
Early Bird	\$109 + HST	Deadline Date Up to and including October 18, 2021
Regular	\$149 + HST	After October 18, 2021
Student Rate	\$49 + HST	NOTE: Available to full time students with proof of student ID #

Please Note: Includes 2 keynotes + 4 live concurrent sessions + on-demand access post-conference.

Volume Discounts?	Yes
6-9	5%
10 - 15	10%
16 - 20	15%
21 + more	20%

NOTE: To be eligible for volume discounts, registrations must be made at the same time.

*Cannot be combined with any other discounts or promo codes.

PAYMENT METHODS

Visa®, MasterCard®, AMEX

PROGRAM SUBJECT TO CHANGE

WSPS reserves the right to make date changes with notice, speaker changes without notice and/or to cancel an event.

CANCELLATION POLICY

Cancellations received before October 18, 2021 are subject to a \$50 cancellation fee. No cancellations accepted after October 18, 2021; however, delegate substitutions accepted anytime. Cancellations and/or substitutions must be made through Customer Care.

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Questions/Inquiries, contact Customer Care at:

1 877 494 9777

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commitment to quality

Workplace Safety & Prevention Services™ is the largest health and safety association in Ontario, responsible for more than 172,000 member firms across the agricultural, manufacturing and service sectors.

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