



PLEAC and Preventing Sexual Harassment in the Workplace Conference 2022

Schedule

Monday, October 24

8:30 AM - ● Registration and breakfast

9:00 AM

Mandarin Foyer

9:00 AM - ● Welcome and opening remarks

9:15 AM

Mandarin Ballroom - EN to FR simultaneous interpretation available

Shalene Curtis-Micallef, Justice Canada

9:15 AM - ● Keynote address - From crisis to system change:

10:15 AM

the PLE spectrum and the rule of law

Webcast

Mandarin Ballroom - EN to FR simultaneous interpretation available

Dr. Lisa Wintersteiger, Law For Life

The keynote address will span brief historical case studies to explore some of the structural challenges faced by practitioners, moving on to look at examples of service interventions that traverse the PLE spectrum. The session aims to tease out systemic problems alongside a review of our collective practices to consider where we might go next as an international community of practice.

10:30 AM - ● Rotating tables - Meet your PLEAC colleagues

11:30 AM

Toronto Ballroom

Organized around specific themes, this session is intended primarily for conference attendees who represent PLEAC member organizations. It is an opportunity to meet with others who are working on public legal education and information initiatives in different parts of the country. Participants will have 10 minutes to meet in small groups, before rotating to another group.

Rotating tables - Meet the SHW projects

Mandarin Ballroom

Organized around specific themes, this session is intended for conference attendees whose organizations have received federal funding to address sexual harassment in the workplace. It is an opportunity to meet with others who are working on similar or related initiatives in different parts of the country. Participants will have 10 minutes to meet in small groups, before rotating to another group.

11:30 AM –
12:30 PM

Lunch break

Mandarin Foyer

12:30 PM –
1:30 PM

Plenary - The impact of the COVID-19 pandemic on workplace bullying and harassment in Canada

Webcast

Mandarin Ballroom - EN to FR simultaneous interpretation available

Dr. Adriana Berlingieri, Centre for Research & Education on Violence Against Women & Children, Western University

The COVID-19 pandemic and the sudden shift to virtual work have significant implications for how work and workplaces are conceptualized and designed, and for harassment and violence prevention and intervention practices. From 2020-2021, a national study was undertaken, bringing together researchers, labour partners, advocates, and workers from across Canada to learn about workers' experiences of harassment and violence in the workplace. In this presentation, we draw on findings from this study to explore the diverse ways that COVID-19 and transitions to virtual work impacted workers' experiences of harassment and violence, reporting, and workplace supports. We identify implications for workplaces and possible best practices.

1:45 PM –
2:45 PM

Workshop - Supporting Indigenous peoples and communities when workplace sexual harassment occurs

Toronto Ballroom

Hilary Peterson, Public Legal Education Association of Saskatchewan

A question this session will aim to answer is what unique considerations need to be addressed when an Indigenous person is facing workplace sexual harassment? This session will focus on supporting Indigenous folks/communities, cultural competency and how race and colonialism contribute to sexual harassment in the workplace. At PLEA Saskatchewan, we are often asking ourselves how to better engage with Indigenous individuals and communities and it is a goal of ours to increase the usage of our services to Indigenous folks.

Workshop - The role of pedagogy in supporting clear legal communication

Mandarin A Ballroom - FR to EN simultaneous interpretation available

Isabelle Bourgeois and Ariane Charbonneau, Éducaloi

For more than 20 years, Éducaloi has been refining its approach to access to justice. Initially focused on clear legal communication, it has evolved over time. Éducaloi recognized that it is not enough to communicate legal information clearly and concisely. It's also important to reflect on the means and techniques to ensure that the target audience remembers the information, can put it into practice, and that it has a significant impact on their everyday lives. To optimize its activities, Éducaloi added education specialists to its team. Pedagogy is a field of expertise in itself and its practical impacts demonstrate both its necessity and its effectiveness.

The workshop will address the following questions: What is pedagogy? What are its main impacts in terms of access to justice? How do clear legal communication and pedagogy interact? Which pedagogical strategies and techniques can be put into practice most easily by organizations?

Workshop - Journey to empowerment: supporting newcomers facing sexual harassment

Mandarin B Ballroom

Ravneet Kaur Riar, Migrant Workers Centre BC

Join Ravneet Riar (she/her) from the Migrant Workers Centre (MWC) for a practical workshop outlining how to carefully and intentionally create a space of safety, inclusivity, and trust for newcomers facing sexual harassment at work. MWC is developing a toolkit and adjoining workshop to provide training to service providers on trauma-informed and culturally-sensitive practices to support newcomers who have experienced sexual harassment. This toolkit is practical and hands-on, simplifying the journey from theory to practice by providing many tangible tips and strategies. During her presentation, Ravneet will present the context and learnings from the process of developing this resource. She will also walk you through some highlights of the toolkit. This workshop will leave you with actionable steps you can take to become more trauma-informed and culturally sensitive in your work with newcomers.

3:00 PM -
4:00 PM

Workshop - Exploring connections: bridging the gap between the non-profit and for-profit sectors

Toronto Ballroom

Carolyn Krahn, Workers' Resource Centre

This workshop will explore ways in which the non-profit community can utilize private businesses effectively to provide greater access to community resources while minimizing costs. We will use a case study from the Workers' Resource Centre and its partnership with Carbert Waite LLP to demonstrate how successful partnerships can be established with the private sector. The workshop will be interactive and meant to inspire creative thinking within our sector. We will conclude with participants receiving a set of questions and tips they can use to begin their own private partnership exploration and some things to keep in mind as they draft their own programs.

Workshop - Swimming upstream: primary prevention approaches and engagement strategies to help stop workplace sexual harassment

Mandarin A Ballroom - EN to FR simultaneous interpretation available

Corinne Ofstie, Association of Alberta Sexual Assault Services

This presentation from the Association of Alberta Sexual Assault Services (AASAS) will offer participants insight into pre/post workplace sexual harassment prevention campaign research and how to use social science to affectively engage people in the issue of workplace sexual harassment. We'll discuss challenges with typical training and awareness approaches to sexual harassment and the new approach we're taking with the #momentsmatter campaign and Engagement Strategies training. We will explore how participants can apply research informed best practices for adult online learning, as well as behavioural sciences and social norms marketing strategies in their own approach around anti-sexual harassment social change initiatives.

Workshop - Meeting collective legal needs and the role of PLEI: a case study

Mandarin B Ballroom

Benjamin Miller, Community Legal Education Ontario

Ontario's 55,000 nonprofits must update governing documents to comply with Ontario's new Not-for-Profit Corporations Act. A daunting task, as half have no staff and two-thirds have annual revenue under \$100,000. The demand for education and information by nonprofits on issues relating to the new law, and on other legal issues, has been enormous. In recent months, CLEO has delivered workshops and answered enquiries for over 3,000 nonprofits. To meet the demand, CLEO has been experimenting with techniques that can serve to foster peer education among networks, as well as educate organizations and individuals. In this session, you will be introduced to the principles, techniques, and strategies that could support other public legal education and information efforts.

5:00 PM -
7:00 PM

Optional evening social

Duke of Cornwall, 400 University Ave.

To kick off our first successful day of the PLEAC and Preventing Sexual Harassment in the Workplace Conference, join us at a nearby pub for an informal reception. Mix and mingle with colleagues from across Canada. A few select shared appetizers will be offered and each guest will receive one drink ticket. Any additional food or drink purchases can be made but will be charged and paid for by the guest.

Fee: \$25 admission fee payable via PLEAC's Paypal account or cash at the door.

Tuesday, October 25

9:30 AM -
10:30 AM

Town hall and breakfast

Mandarin Foyer and Mandarin Ballroom

This session will be an open discussion about community justice help. With the help of a moderator, conference attendees will explore the issues raised in the report, "Shifting the Paradigm: Exploring Opportunities for Community Justice Help."

10:45 AM -
11:45 AM

Workshop - Understanding the difference in workplace harassment for workers with disabilities

Toronto Ballroom

**Maureen Haan, Canadian Council on Rehabilitation and Work;
Bonnie Brayton, DAWN Canada**

How does workplace harassment differ for workers with disabilities, and specifically for women workers with disabilities? Bonnie Brayton from DAWN Canada and Maureen Haan from CCRW will unpack the current state of workplace harassment for workers with disabilities, focusing on women with disabilities. The journey of workers with disabilities will be the centre of the workshop, with an understanding of barriers of accessing justice, education and other resources. An understanding of how COVID-19 has affected workers with disabilities in the workplace will be underscored and discussions on promising practices and systemic change recommendations in order to protect the rights of workers with disabilities will be explored.

Workshop - Advancing clear legal communication as a discipline

Mandarin A Ballroom - FR to EN simultaneous interpretation available

Émilie Raymond and Frédéric Dubeau, Éducaloi

During this session, we will discuss how to create legal information and legal education tools for the public using the basic principles of clear legal communication. We will also present some tips and tricks for developing your expertise in clear legal communication.

Workshop - How to create public legal education and information rooted in community: a trans-for-trans perspective

Mandarin B Ballroom

Cat Haines, JusticeTrans

JusticeTrans is a national non-profit dedicated to increasing access to justice for Two-Spirit, trans, non-binary, and gender nonconforming (2STNBGN) people in Canada. Drawing on insights from JusticeTrans' cross-Canadian 2STNBGN legal needs assessment and pilot PLEI projects in Manitoba and Saskatchewan, Cat will discuss ways to engage with community advocates, lawyers, and legal organizations to leverage their range of knowledge and experiences and produce accessible and transformative PLEI.

12:00 PM –
1:00 PM

Lunch break

Mandarin Foyer

1:00 PM –
2:30 PM

Plenary - Is our PLEI work making a difference? How do we know?

Webcast

Mandarin Ballroom – EN to FR simultaneous interpretation available

Lois Gander, University of Alberta; Dr. Gina Grosenick, Connecting Ottawa; Mary Marrone, Independent Consultant; Fara Wali and Julie Mathews, Community Legal Education Ontario

Those of us who provide public legal education regularly assess whether our PLEI programs are effective. We need to know this so that we can adjust and improve our programs; continuous learning and improvement are part and parcel of our work. But how do we find out if our efforts are effective for the public we're aiming to reach, and whether we're making a difference? In this session, four panelists, each of whom has been involved in evaluating or researching PLEI initiatives, will share their perspectives on these questions.

2:45 PM –
3:45 PM

Workshop - The creation of public legal education material for Indigenous communities

Toronto Ballroom

Stefanie Varze, BearPaw Media and Education

This presentation will review Native Counselling Services of Alberta's 53-year history regarding the development of legal education material for Indigenous communities. An overview will be given of BearPaw Media and Education. The workshop will outline the importance of creating culturally relevant resources through an Indigenous worldview lens. How information is vetted by Indigenous elders will also be discussed. Information will also be provided on what type of resources are produced, as well as, how they are distributed using a trauma-informed approach.

Workshop - Campaigning against the misuse of non-disclosure agreements (NDAs) in workplace sexual harassment situations and the harm NDAs cause

Mandarin A Ballroom - EN to FR simultaneous interpretation available

Jennifer Khor, Community Legal Assistance Society BC
Dr. Julie MacFarlane, University of Windsor

The #MeToo Movement brought attention to sexual harassment and sexual misconduct. It also started a discussion about non-disclosure agreements (NDAs) in settlements that prevent complainants from talking about what happened and the harm this causes. NDAs protect the employer and the harasser by silencing the complainant. Zelda Perkins broke her NDA with the notorious Harvey Weinstein in 2017. Zelda and Julie Macfarlane, Emerita Distinguished Professor of Law at the University of Windsor, have teamed up to found Can't Buy My Silence, to campaign for legislation to ban the misuse of NDAs. CLAS and Can't Buy My Silence have launched a campaign in BC to raise awareness on the misuse of NDAs and advocate for legislative change. Join us to learn why NDAs are a problem and about the global fight to restrict their use. We will share strategies from our campaign, from raising awareness with public legal education, including engaging with media and use of social media, developing allies, and advocacy strategies for legislative reform.

Workshop - Designing and delivering PLE programs for youth

Mandarin B Ballroom

Jessica Reekie and Enisoné Kadiri, Ontario Justice Education Network (OJEN)
Emily Chan, Justice for Children and Youth (JFCY)

OJEN and JFCY are frequent collaborators on PLE initiatives for young people. Together, their staff have decades of experience designing and delivering public legal education programs that are responsive to the needs of various communities of youth. In this session, OJEN and JFCY staff will share their practical tips and tools for designing and delivering youth-focused PLE.

3:45 PM -
4:00 PM

Closing remarks

Mandarin Ballroom - EN to FR simultaneous interpretation available