

Redefining the Path to Work-Life Harmony

Opening the Door to Mental Health
Symposium February 22-23, 2023



Welcome to the 5th Annual Opening the Door to Mental Health Symposium!!

As I sit here writing this message in January I am thinking about how we are at the beginning of a new chapter, a new year and how our workplaces are continuing to evolve. Personally I have been reflecting a lot on what I would like to get out of this new year, what I am seeking and what I want to leave behind while acknowledging all that came before in 2022. No one I know began 2022 on a full tank. Even so, we rallied at work, with family, friends, relationships, life... and carried on. Yet for three years our sympathetic nervous systems have been on full alert for various reasons well beyond the pandemic.

I want to also take a moment to remind everyone what we have been through and overcome. Yes, there is so much more to be done but recognizing what we have been through helps nurture compassion for ourselves and others. We are all in need of a little extra TLC at the moment. As we continue to move forward, let's tread gently, mindfully. Allow space for healing. And most of all... Be patient and kind. There's no one who couldn't use just a little bit more kindness.

My reflections are strongly linked to the theme for this year's symposium: **Reinventing the Path to Work-Life Harmony**. This theme was very intentionally developed by the amazing Planning Team for this event. I can't tell you how much time was spent discussing and brainstorming potential themes. There is so much meaning behind what we came up with. We are not the same as before, having experienced so much change over the past three years.



The content for this year has been specifically designed to share information, strategies and tools to help us create more mentally supportive and safe work environments and to create and nurture more harmonious professional and personal paths; to foster a greater understanding of and empathy towards each other, and inspire strategies to support ourselves. You will find a more fulsome explanation of the theme in the Introduction.

Each of us are unique individuals – whose needs can be similar but our paths to meet those needs may differ. What may work for you may not work for someone else. This is why we have tried to provide many different perspectives, experts, modalities and strategies throughout the symposium. Choose what works for you and leave what doesn't. And switch up paths, if/when one is no longer serving you. It is also beneficial to try new things, they might be just what you need right now. Remember that only you know what's best for you.

Be. Your. Own. Advocate.

I surrender these two days to you and hope you walk away seen and inspired with new information and strategies to support yourself and your colleagues.

Yours in wellness,

Carole Eros

Mental Health and Wellness Coordinator, British Columbia Federal Council
Carole.Eros@dfo-mpo.gc.ca

A Final Note:

As this symposium continues to evolve and grow, I would like to recognize the importance of reflecting on the past and acknowledging the contributions that have come before. This symposium, originally titled "Open Door for Leaders in Mental Health" was first devised and initiated by Meghan Chen under the leadership of Allison Webb and Christian Hansen, the former Manager and Mental Health Community of Interest Co-Chairs respectively. Their dedication to raising awareness of mental health in the workplace forged a path for others like me to continue their efforts.



Music is Healing

The music you will hear throughout this event was mixed with love by the incredible and loving DJs, **Average Citizens**. It not only includes songs mindfully chosen by Average Citizens but also contributions from our speakers and members of the planning team. It is intended to spark joy and movement. I hope you enjoy it. You can find the full playlist on:



Spotify



YouTube



Trigger Warning



In light of the topic of this symposium, there may be some content or discussion that can trigger emotions and deep self-reflection. Emotions related to the topic of mental health are normal and should be somewhat expected. However, this triggering could lead you to share information about yourself that you have not before and that may not be safe to share in a symposium setting. Personal disclosure for the first time should occur within a planned approach, with safe parameters and adequate supports and resources. It is very important for you to know that this learning environment is not set up to support first time or spontaneous personal disclosure about mental health problems you may be experiencing.

Please take care of yourselves during this symposium. If you need to leave, you should feel comfortable to do so. If you are not comfortable returning, that is okay because it means you are taking care of yourself. Most sessions will be recorded for later viewing. Please reach out to a trusted family member, friend, colleague or professional. See Resources in Section 7 for further information.



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1. Land Acknowledgement

The participants, speakers and organizers of the 5th Annual Opening the Door to Mental Health Symposium 2023 acknowledge that everyone involved spans many Lands/Territories and Treaty areas. We are grateful for the Traditional Knowledge of the Elders and Knowledge Keepers who are joining with us these two days, as well as those who have gone before us who motivate us.

Our theme, **Reinventing the Path to Work-Life Harmony**, speaks volumes about learning through a respectful lens and is a good way that Open Door has respectfully incorporated on the path to healing ourselves. Recognizing and practicing the cultural protocol of land acknowledgement demonstrates respect and is a fundamental component towards reconciliation and one of the Calls to Action by the Truth and Reconciliation Commission.

We highly urge you to learn more about the Land/Territory on which you'll be participating during our 2023 symposium. It's always good to check with your local municipality or school district, or university. They've done the work to confirm and will have it on their websites.



2. Introduction

Open Door is two day virtual symposium on mental health and wellness organized by the Community of Interest on Mental Health and sponsored by the British Columbia Federal Council (BCFC).

The BC Federal Council works to encourage horizontal collaboration by supporting 49 council members in 50 departments and 16 communities of interest, networks, and committees. Council members advance their goals around people management, Reconciliation, and overall Public Service excellence through regular information exchange and collaboration. The council has four key horizontal initiatives: Building Black Lives, Mental Health, Strengthening Public Service Institutions Initiative (SPSII) the Indigenous Intern Leadership Program (IILP). Council members and champions offer working-level public servants the infrastructure to build a more engaged federal family in the region by leveraging the passion and innovation of employees across departments via the communities of interest.

Long before the pandemic started, the Mental Health Commission of Canada reported that in any given year one in five Canadians experience mental health issues.

For those with existing conditions prior to the pandemic, the last three years have exacerbated those challenges and tested personal management and coping strategies. The theme for this year is ***Reinventing the Path to Work-Life Harmony***, intentionally providing us with expert advice, perspectives and strategies as we navigate the challenges and changes in our evolving workplaces while attempting to find harmony in our daily lives.

We are not the same as before, having experienced so much change over the past three years. There is no going back and there is no final destination. There is, however, an opportunity to reinvent our paths by emphasizing work-life harmony. We know that work and life are never equal: there is no work-life balance. At times we work more and other times our personal life takes priority. At times the paths we forge can be flat and clear, while other times we feel like we are climbing a mountain or journeying through peaks and valleys. And at different junctures, we need a variety of tools and strategies to reach that harmony.



Day One

Managing our health is a skill that needs dedication. Knowing how, when and where to dedicate our time and effort requires both knowledge (of what works for you) and practice (actually taking action). This year's Symposium will cover both knowledge and practice, from an organizational perspective as well as individual strategies.

It can feel very difficult to know how to approach cultural change from an organizational perspective. To support the conversation and to help take action, **Day One** will see Dr John Ogrodniczuk providing an overview of the key organizational factors that contribute to the development and maintenance of a psychologically safe workplace that allows all workers to thrive. Dr. Ogrodniczuk's presentation will set the stage for the breakout discussions that follow:

A. Burnout – Taking Action Together. At this panel discussion you will learn about what burnout is; what you can do to support yourself, and supervisors, employees and colleagues experiencing burnout; hear lived experiences; and receive tools and resources to help your organization create a safer and more accepting environment for individuals experiencing burnout.

B. Navigating the Evolving Workplace. What does the evolving workplace mean for our mental health? This panel will look at the impact of the changing workplace on employees, focusing on what is working, where new approaches are needed, how to look after our personal wellbeing in a hybrid context, and how to support employees as part of a larger team.

C. Self Leadership - RISExSHINE - Helping Your Teams Learn How to Lead Themselves with Jay DeMerrit. Unlocking your team's truest potential requires intention, awareness, confidence and belief. In this process, Jay talks about his many years of experience in teamwork, leadership & player development as Captain of teams in both the Premier and Men's League Soccer. He explains how the key to creating the best community is by having the individuals unlock their own capabilities.



Day Two

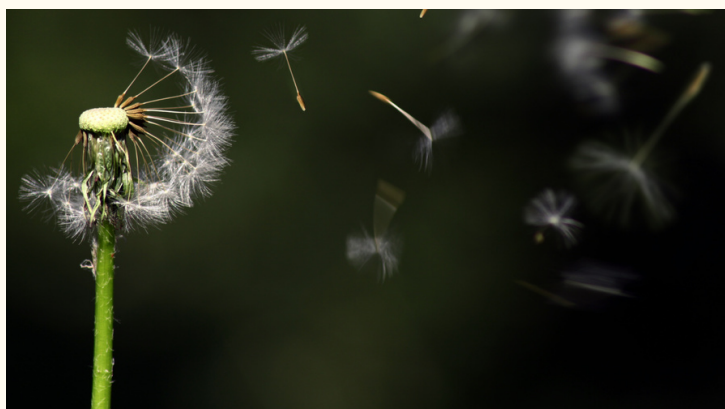
On **Day Two**, we turn inward and talk about strategies to nurture our bodies and minds. Dr. Mary Donohue will start us off sharing how to choose yourself, set your boundaries and your employer's expectations. Her "lean out" philosophy dictates that when we choose to have and set boundaries, we're choosing ourselves. And by choosing ourselves, we can create our own joy and wellness. Dr. Donohue's talk will set the stage for the breakout discussions that follow:

A. Healing for Mental Health. This is the second year that we have devoted a panel discussion on healing strategies. There are many healing approaches and modalities that go beyond traditional western medicine. Our healing journeys are all incredibly individual – what works well for one individual may not for another. Panelists will share the wisdom of healing practices such as smudging (an Indigenous ceremony for purifying or cleansing the soul or space of negative thoughts or energy); how to take personal ownership of your needs, advocate and protect yourself; exploring and healing emotions stored in the body; and strategies for returning to work successfully after taking sick leave for mental health reasons.

B. A Moment on the Edge: How Small Encounters Change Lives. Mark Henick shares the stories of what brought him to the edge to attempt suicide, what would have helped, and what didn't. He retells the moment that changed his life forever, as well as the quest that followed to find the stranger who saved him – and to find himself.

C. Boundary Setting in Action: Creating Safety for a Black Lived Experience. Theresa Thomas will inspire participants to not only learn and identify where and when to set boundaries, but how to reinforce these boundaries to create safety for a Black lived experience.

Over the course of these two days, we will hear lived experience stories and advice for surviving hard times, recovering and building strength, equity and well-being. By normalizing these conversations and promoting awareness and education of mental health as an integral part of our workplace communities, we reduce stigma, create strong support networks for all, and ultimately inspire all to support and uplift those around us.



3. Partnerships



We are proud this event has been planned in partnership with the Pacific Aboriginal Network, The Canadian Mental Health Association, The National Managers' Community, The BC Chapter of the Federal Black Employee Caucus, The Anti-Racism Ambassadors' Network (ARAN), The Interdepartmental Black Employee Networks (I-BEN) and the many individuals from across our federal family who helped in many, many ways. Please have a look at Acknowledgements in Section 6 and the separate Planning Team bios document for a full picture of the magnitude of community planning this symposium takes.

Together we are stronger.



Pacific Aboriginal Network



BC Community of Interest on Mental Health



4. Session Descriptions

Day 1 Plenary

Keynote Address – 2-Eyed Seeing in the Workplace

DR EVAN ADAMS, FIRST NATION HEALTH AUTHORITY, COAST SALISH ACTOR & PHYSICIAN
FROM THE TLA'AMIN FIRST NATION

Day 1 Concurrent Sessions

Building Psychologically Safe Organizations

A. Burnout – Taking Action Together

This panel discussion aims to provide hope and inspiration to individuals and their colleagues who may be experiencing burnout, or who may be at risk of developing symptoms of burnout. You will learn about the definition of burnout; hear lived experiences; learn skills about how to teach your body to come back to its baseline resilience and how to cope to prevent burnout; hear suggestions on what you can do to help support supervisors, employees and colleagues experiencing burnout; and receive tools and resources to help your organization create a psychologically safe work environment where measures are in place to proactively prevent burnout.

Burnout happens when an individual is exhausted from prolonged stress and has reached their limits mentally, emotionally and/or physically; it is often accompanied by a diagnosis of severe anxiety, depression and exhaustion. Specifically chronic stress and lack of control over our work environment can lead to job-related burnout. While a heavy workload and unreasonable or unclear expectations can be associated with burnout, there are many factors in our lives that can contribute to what often tips a person from managing stress to being burnt out.

- [Teresa Martin](#), Regional Lead, British Columbia & Yukon, National Managers' Community (Moderator)
- [Jessica Grass](#), Registered Psychotherapist and Psychological Health and Safety Specialist with MyWorkplaceHealth
- [David Russell](#), National Coordinator of Residential Schools, Indigenous Services Canada
- [Per Sekhon](#), Learning Design Specialist/Associate Faculty, Canada School of Public Service
- [Denise MacGillivray](#), Director General, Environmental Health and Pesticides Directorate within Health Canada's Regulatory Operations and Enforcement Branch



B. Navigating The Evolving Work Place

What does the evolving workplace mean for our mental health? This panel will discuss impact of the changing workplace on employees, focusing on what is working, where new approaches are needed, how to look after our personal wellbeing in a hybrid context, and how to support employees as part of a larger team.

We are all navigating enormous changes to our worksites, determining work arrangements that harmonize our personal and professional needs, and addressing tensions about what hybrid work means for employers and employees. Over the past three years, the public sector community has proven we can dramatically change the way work gets done: We've adopted new technology, moved services online, embraced new ways of managing teams, and re-imagined the typical 9-to-5 workday.

All those changes have brought fresh attention to conversations around work-life wellbeing. This panel will look at how to find effective approaches to combining time in the office with time spent working remotely, so that we can all thrive in this new era of hybrid work.

- [Jonathan Morris](#), CEO Canadian Mental Health Association (Moderator)
- [Alexandra Samuel](#), Author, "Remote Inc: How To Thrive At Work...Wherever You Are"
- [Niha Shahzad](#), Anti-Racism Ambassadors Network (ARAN)
- [Dr. Joti Samra](#), Psychologist, MyWorkplaceHealth
- [Amanda Vistman](#), Senior Conflict Management Practitioner, Justice Canada

C. Self Leadership - RISExSHINE - Helping Your Teams Learn How to Lead Themselves with Jay DeMerrit, former USA Men's National Soccer Team & Vancouver Whitecaps Captain

Unlocking your team's truest potential requires intention, awareness, confidence and belief. In this process, Jay talks about his many years of experience in teamwork, leadership and player development as captain of teams in both the Premier & Men's League Soccer. He explains how the key to creating the best community is by having individuals unlock their own capabilities.



Day 2 Morning Plenary

Keynote Address – Choose Yourself; Lean Out

DR. MARY DONOHUE, CEO OF THE DIGITAL WELLNESS CENTER AND ONE OF FORTUNE MAGAZINE'S BUSINESS WOMEN TO WATCH IN 2023

For the last 40 years the “lean in” myth has taught us it's an “either-or world”. You're either getting what you want or you have to push harder to get what you need. Collectively, this has made us angry, affecting our health, our emotions, and our decision-making – often leading to mental and physical illness. However, the research Dr Donohue has conducted proves that reawakening your lean out tendencies reduces the risk of bad decisions and bad health, and triggers healing. The lean out life dictates that when we choose to have and set boundaries, we're choosing ourselves. And by choosing ourselves, we can create that harmony between joy and wellness.

Discover and identify your own tendencies toward leaning in or out. Are you a martyr? A joy junkie? Are you on your way to reaching self-sovereignty? Learn how to set your boundaries and your employee's expectations when it comes to leaning in and you'll find the balance you crave.

Day 2 Concurrent Sessions

Nurturing Our Bodies and Minds

A. Healing for Mental Health

This is the second year we have devoted a panel discussion on healing strategies. Simply put, the desired outcome of healing is to restore health. There are many healing approaches and modalities that go beyond traditional western medicine. Our healing journeys are all incredibly individual. What works well for one individual may not for another. Each one of us heals in our own way and at our own pace. Healing also means we are healthier for the people we love and therefore gives us energy and motivation to show up for our work. The panelists will share information and experiences about several healing practices.

Smudging is traditionally a ceremony for purifying or cleansing the soul or space of negative thoughts or energy. **Michelle** will lead a smudging ceremony to start off this panel discussion. There are four elements: Container (shell, representing water), plants (cedar, sage, sweetgrass, tobacco), gifts from Mother Earth, Fire (produced from lighting the medicine), and Smoke (produced from the fire represents air). As a ritual, it's considered significant to spiritual and theological beliefs as are sweat lodges and sacred pipes in certain cultures. Smudging connects people to the Creator and provides a way to gain spiritual protection and blessings as well as improving spiritual health.



Smudging as a daily practice restores the physical self. Targeting parts of the body, such as the head, feet, back and organs; renewing the whole body, we recognize that we are all connected through the Creator and Creation. According to some beliefs clearing the head removes negative thoughts about self and the world around you; clearing the eyes removes the negative things you've seen in your lifetime; clearing the mouth and throat removes negative talk about self and others; clearing the heart removes sadness and grief; clearing the back removes all of the could-have, should-have, have-to. During a Smudge, light the medicine, flames blown or shaken out, the smoke is wafted over the body (hand, eagle feather), pull the smoke to you, gently inhaling. The ashes (hold the negative thoughts, feelings and energy) are returned to mother earth (bare soil).

Sometimes, despite our best intentions and efforts, we feel stuck in suffering. We may have explored mainstream medicine and psychotherapy, and perhaps even some alternate healing modalities and techniques and, while they may have provided some measure of stability and relief, the suffering remains or lurks in the shadows. Hypnotherapy and other consciousness expanding modalities, utilizing our emotions and body awareness can help us to discover and heal the root causes of limiting beliefs about ourselves and the world that can sabotage even our most valiant attempts to achieve wholeness, joy and purpose in our lives. **Marilyn** will present a model and strategies to access our unconscious patterns and wounds, utilizing our emotions as allies and our bodies as teachers, to release and transform the beliefs and trauma that hold us stuck in the struggle.

Emotions affect us all. **Mackenzie** will help us explore the ownership of emotions. To create safe spaces, we need to be able to take ownership of our own emotions but also the ownership of the emotions we evoke in others.

Work is an incredibly important part of life for many folks. It helps define "who we are" and contributes to our self-identity. Unfortunately, sometimes we can feel overwhelmed with work and life in general, and need to step away to focus on our mental health or recover from a mental health injury. **Tanis** will share several factors that can support a sustained return-to-work when we're ready. Time away from work can be healing and allows us to be more present in our daily lives. The need for open communication, collaboration, and planning ahead can be helpful, and both employees and managers should be aware of common barriers and facilitators to returning-to-work after a mental health challenge. Holding compassion for yourself, and ensuring an employee feels heard and supported can go a long way throughout the process.

- [Jennifer Grace](#), Conflict Management & Values and Ethics Consultant, Mental Health Community of Interest Coordinator (Moderator)
- [Michelle Robinson](#), Indigenous Services Canada
- [Marilyn Hargreaves](#), Triology® Wellness
- [Mackenzie Pudwell](#), Learning Specialist, Canadian Centre of Diversity and Inclusion
- [Tanis Burnett](#), Certified Vocational Rehabilitation Professional, WorKin Rehabilitation Kelowna

B. A Moment on the Edge: How Small Encounters Change Lives with
Mark Henick, *Mental Health Advocate and Strategist, Top 50 TEDx Speaker*

By the time he found himself standing on the edge of a bridge late one night, a teenager ready to die, Mark Henick had lost all hope. A culmination of encounters over time – with doctors, nurses, therapists, teachers, parents, and peers – had left him feeling trapped, broken, and helpless. If it wasn't for an anonymous stranger who reached out and saved his life, Henick never would have left that bridge alive. But he did, and he has dedicated his life ever since to opening minds and creating change.

In this, his most personal talk, Henick shares the stories of what brought him to the edge, what would have helped, and what didn't. He retells the moment that changed his life forever, as well as the quest that followed to find the stranger who saved him – and to find himself.

Inspired by his Top 50 TEDx talk “Why We Choose Suicide”, and updated with what happened next – Mark explores the power of connection, even in brief moments, to change our paths forever. This raw, emotional, and at turns unexpectedly funny story of survival and grit culminates in an inspirational message that motivates audiences to get off the sidelines and to be the stranger who reaches out, even if only for a moment.

Henick released his first book, *So-Called Normal: A Memoir of Family, Depression, and Resilience*, in 2021.

Boundary Setting in Action: Creating Safety for a Black Lived Experience with
Theresa Thomas, *MCP, RCC, In-Power Counselling & Services*

Setting boundaries is hard. As a therapist, Teresa has found it's one of the hardest skill sets for clients to develop. Setting boundaries requires us to be intimately acquainted with our feelings and needs, in addition to understanding the impact that surviving the world around us has on our overall wellbeing. When we include the concept of survival to the lived experience of Black people the discussion around setting boundaries becomes even more complicated and hard to decipher.

While many of us have come to understand the need for safety in our lives, we struggle with how to maintain that safety when our interactions leave us feeling confused and gaslighted. We often feel powerless and overwhelmed because we don't know how to get others to acknowledge and respect our needs. Even though the struggle is real, we don't have to accept it as a standard of living.



Boundary Setting in Action is a workshop opportunity to not only learn and identify where and when to set boundaries, but how to reinforce these boundaries as well. This workshop will allow you to:

- Assess your current understanding of boundaries
- Explore why boundaries are difficult to set
- Self-advocate to get your needs met
- Identify ways to promote safety and improve your relationship with yourself
- Defend and protect the boundaries you define
- Increase self-respect and self-love!

Day 2 Afternoon Plenary

Lived Experience Story. The Impacts of Racism in the Workplace on Mental Health

OLUBUNMI (LEE) SOYEMI, FEDERAL BLACK EMPLOYEE CAUCUS, BC CHAPTER.



5. Acknowledgements

The number of people to thank could take up this whole booklet! It takes a village to put together an event like this and many came out in spades. This was truly an inter-departmental effort. Many, many thanks to the event Planning Team that volunteered many many hours of their time, creativity and knowledge; much appreciation and gratitude towards our speakers who openly shared their lived experiences and knowledge. Many thanks to Johanna Read (DFO's people management advisor and an expert on stress management) who again this year helped edit this booklet and to Kate Slade (Data Analyst for Integrity Services, Service Canada) for her formatting magic.

Please read everyone's bios in the separate event Bio Book. They are all superheroes.





6. Resources

The resources listed here are a limited selection and not a complete list

Employee Assistance Program (EAP)

- Look up your department's EAP service details [HERE](#)
- By phone: 1-800-268-7708, or 1-800-567-5803 (digital service available for individuals who are deaf or hard of hearing)
- By chat: [Access the EAP chat](#)

The Employee Assistance Program (EAP) is available to you and your immediate family members 24 hours a day, 7 days a week whether you are in distress, or need some mental health support

Hope for Wellness

- By phone: 1-855-242-3310 (toll-free)
- By chat: [Hope for Wellness Chat](#)

Available to all Indigenous peoples across Canada who need immediate crisis intervention. Experienced and culturally sensitive help line counsellors can help if you want to talk or are distressed. Telephone and online counselling are available in English and French. On request, telephone counselling is also available in Cree, Ojibway, and Inuktitut.

Trans Lifeline - 1-877-330-6366

Trans Lifeline's Hotline is a peer support phone service run by trans people for our trans and questioning peers. Call us if you need someone trans to talk to, even if you're not in crisis or if you're not sure you're trans. Need help support a trans loved one? Our Family & Friends Line provides peer support for friends, partners, family members and professionals supporting trans loved ones and community members. To access this service, call our main hotline and ask for our Family & Friends Line.

211 Health and Social Services

Canada's primary source of information for government and community-based, non-clinical health and social services, 211 connects people with the appropriate information and services to enhance Canada's social infrastructure and enable people to fully engage in their communities. 211 is confidential. You will not have to give your name or personal details.

Crisis Services Canada – Call 1-833-456-4566 | Text 45645

Crisis Services Canada (CSC) is a national network of existing distress, crisis and suicide prevention line services.

Psychology Today – Diverse Therapist Search Function

Psychology Today has a search function that allows clients to search by issues, gender, age, ethnicity served, sexuality, language and faith, facilitating the selection process for a mental health professional that suits their needs and context.

LifeSpeak (password Canada)

Build better health with practical strategies from world-leading experts. Watch videos, read blog posts, interact with our experts – and learn at your own pace. Your journey starts here.

Not Myself Today

Not Myself Today® is an evidence-based, practical solution to help employers transform mental health at work. This workplace mental health initiative helps companies build greater awareness, reduce stigma, and foster safe and supportive cultures. Through attention-getting material, turnkey activities and our tools and resources, we break down barriers and make mental health engaging and accessible to all employees.

MindShift® CBT – Anxiety Canada (App)

Is anxiety getting in the way of your life? MindShift® CBT uses scientifically proven strategies based on Cognitive Behavioural Therapy (CBT) to help you learn to relax and be mindful, develop more effective ways of thinking, and use active steps to take charge of your anxiety. A new feature, the Community forum, now enables you to find and offer peer-to-peer support.

Hope by CAMH App

A free smartphone app that provides suicide prevention information, tools and crisis resources to support and guide individuals when they are experiencing thoughts of suicide. One of the key features of this app is the ability for individuals to create a personalized suicide safety plan, which can be done in consultation with their healthcare professional, loved one, or someone who they have a trusting relationship with. The safety plan can be accessed at any time – and it can be updated as situations change.

Head's Up Guys

An online, anonymous resource specifically for men, and their families, to prevent the continued erosion of men's mental health and deaths by suicide.

Community Mental Wellness Association of Canada

A platform that connects those with mental illness to their family members and other people with shared mental health concerns via culturally appropriate counseling services, education and training referrals provided within a caring community environment.

The Joint Learning Program

The JLP provides a unique opportunity for unionized public servants and their managers in the Core Public Administration to come together to build a healthier, more productive workplace. The JLP is mandated to improve workplace relationships and deepen understanding of the respective roles and responsibilities of the Union and the Employer in the workplace. Participants can choose to take part in one of seven different in-person workshops or one of five different online virtual sessions. Each workshop is led by two volunteer facilitators working collaboratively together, and who represent both the Union and management. Visit the JLP website for more information.

Land Acknowledgement Resources

Whether you know it or not, you live and work on Indigenous territory. But what exactly does this mean? You've probably heard someone acknowledge traditional Indigenous territory, but you may not have known why. If you want to learn how to acknowledge it as well, but don't know how, here are some links to this important information:

Learning Insights: Acknowledging Indigenous Traditional Territory - CSPS

Land Acknowledgement for the k^wik^wə^łəm (Kwkwetlem First Nation)

A land acknowledgement recognizes the essential and enduring connection between the k^wik^wə^łəm First Nation and our traditional, ancestral and unceded lands. Since our ancestral lands were taken without agreement or treaty, land acknowledgements are one way to recognize and show respect for our ancient and continued connection to these traditional lands. There are many ways to express or write a land acknowledgement. What is most important is that you sincerely express why acknowledgement matters when speak or writing the words. Two options are provided that you are welcome to use as templates.

Stories of the Land: Acknowledging Treat 7 Territory