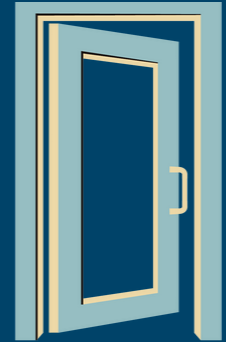

Recovery & Resilience



Opening the Door to Mental Health
Symposium 2022





Table of Contents

- 01** Welcome
- 02** Land Acknowledgement
- 03** Introduction
- 04** Partnerships
- 05** Session Descriptions
- 06** Acknowledgements
- 07** Resources
- 08** Zoom User Guide

Welcome to the 4th Annual Opening the Door to Mental Health Symposium!!

Thank you for attending this year's Symposium! The content has been carefully planned and curated under the theme of Resilience and Recovery to provide insights, information and strategies for managing mental health and living a life that prioritizes wellness. This day is special for many reasons, first and foremost it brings us together as a community no matter who we are or what we are doing in our respective organizations. All our presenters – your colleagues, executives and external experts – are committed to sharing their wisdom, vulnerability and experiences to help create more awareness and end the stigma against mental health issues together.

Over the last two years, our resilience levels – the reservoir of strength we draw on in order to cope during times of stress and hardship – has been repeatedly challenged. We have had to adapt, shift, recover and carry on many times over. While we may not be able to control every aspect of the world around us, we do have a choice over what we do with our thoughts, feelings and actions. The intention of today is to provide information to foster a greater understanding of and empathy towards each other, and inspire strategies to support ourselves. The morning sessions are all themed around understanding and communicating while the afternoon is focussed on strategies to nurture yourself.



Here is a question to ponder – why are you attending Open Door? What would you like to get out of it?

If you walk away from this day with one or two new pieces of information to practice empathy and/or strategies to support yourself, then I am happy. My takeaways (I've kinda had a sneak peak into the content...) are:

I am my own advocate. I need to remember to clearly articulate my needs and take care of myself regardless of whether I feel great or am not well.

Stop and listen to my body. It is very wise. Get out of my brain and just listen to what it is trying to tell me.

I have a lot to learn.

If there is one powerful way to connect and support our mental health, it is hearing ourselves and our experiences reflected in others. I can guarantee you; you are not alone, there are others that have experienced the same or similar and are working hard to manage and support themselves. I say “work” because, IT IS WORK, and it is challenging. Looking after ourselves is a constant and evolving practice.

I surrender this day to you. I hope it goes smoothly (technology, sigh...) and I appreciate your patience and understanding if things don't. After today, I'm crawling into my turtle shell for a while to be quiet and recover. We all have our own ways to look after ourselves. I hope you have found one more (or 10) after today.

Yours in wellness,

Carole Eros

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



P.S. Music is medicine. This [Open Door playlist](#) - “Keeping the Door Open” includes contributions from our speakers and members of the planning team. It is intended to activate joy and help you slow down and go inward. I hope you enjoy it. A second playlist selected by the BC Chapter of the Federal Black Employee Caucus - [Sounds of Blackness, The Justice Project \(50th Special Anniversary Edition\)](#), “performs and proclaims the music, culture and history of African Americans”. Both will be played throughout the day. I hope you find something in them that moves you (literally!).

Trigger Warning

In light of the topic of this symposium there may be some content or discussion that can trigger emotion 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 may not be safe to share in this 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.

It is very important that you take care of yourself during this symposium. If you need to leave, you should feel comfortable to do so. If you are not comfortable returning that is ok because it means that you are taking care of yourself. Please reach out for help to a trusted family member, friend, colleague or professional. See page XX for a list of resources including the Employee Assistance Program.

Land Acknowledgement

We are all participating today from our homes or other places of work all across Canada. Please take time to humbly acknowledge the traditional and unceded territories of the Indigenous Peoples of Canada that you live and work on.

Recognizing traditional territory acknowledges the presence and stewardship of Indigenous people on the land, and recognizes the harmful history of settlers and colonialism and the impacts on Indigenous communities. This is not a token gesture, it is a cultural protocol. Recognizing and practicing cultural protocols shows respect and is part of the essential building blocks of reconciliation.

If you do not know who's territory you are on, you can google "land acknowledgements" and your location or visit native-land.ca but ensure you have confirmed the information from a reliable source. School districts and municipalities usually have it on their websites. A select few Land Acknowledgment Resources can be found in Section 7.



Introduction

Open Door is a one-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 theme for this year is Resilience and Recovery, strategically timed to provide us with expert advice, perspectives and strategies as we work to build ourselves back up after two years navigating many new and changing realities and challenges.

The BC Federal Council works to encourage horizontal collaboration by supporting 49 council members in 45 departments and 14 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. By leveraging the innovation of communities of interest, council members and champions offer working-level public servants the infrastructure to build a more engaged federal family in the region.

At the time of this event, we will be approaching the two-year anniversary of living within the COVID-19 pandemic.

Mental health continues to be a top-of-mind issue and the effects on us and our families have been wide ranging. Mental health is not selective. Toronto's Centre for Addiction and Mental Health (CAMH) reports that since the onset of the COVID-19 pandemic, anxiety and feelings of depression and loneliness among adult Canadians are at their highest levels ever – especially among women and frontline workers.

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 two years have exacerbated those challenges and tested personal management and coping strategies.

According to the BCFC 2021 Mental Health Pulse Survey, 58% of respondents (2780 respondents from 35 departments) agree or strongly agree that their mental health has decreased as a result of COVID-19 health measures, which is a 6% increase from 2020. Additionally, 76% of those working from home are not comfortable returning to the workplace. We continue to need tools to cope with putting ourselves and our communities back together, but we also need so much more than just pandemic recovery support.

This event encompasses many ways to support resilience and crosses many critical topics, such as: systemic racism, Indigenous residential school survival, social injustice and bias, intergenerational trauma, addictions, physical and mental trauma, and much more. Over the course of one day, we will hear stories and advice for surviving hard times, and for recovering and building strength, equity and well-being.

This pandemic continues to impact us all, but it has also given us an opportunity to see what has been broken for a long time within our cultures, and given us the chance to create real change. 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 hopefully inspire all to support and uplift those around us.

Enjoy the event and remember to take care of yourselves.

Partnerships



We are proud this event has been planned in partnership with the the BC Chapter of the Federal Black Employee Caucus, the Pacific Aboriginal Network, the Innovation Centre for Mental Health in the Workplace, and the many individuals from across our federal family who helped in many, many ways (please have a look at the Acknowledgements).

We are better together.



Pacific Aboriginal Network



Community of Interest on Mental Health



Session Descriptions

Morning Plenary

Truth, Reconciliation and Mental Wellness – Begins With Me and It Begins With You!

GRAND CHIEF DOUG KELLY, SR. ADVISOR, STOLO TRIBAL COUNCIL

Morning Breakout Rooms

The Importance of Informed Communication Approaches

A.

Dealing with Mental Health Injuries and Brain Trauma

Two federal government employees will share their lived experiences, one resulting in a traumatic brain injury after a fall down a cliff and another dealing with a mental health injury from a traumatic prison incident and cumulative stress. We will hear what happened, how it affected them, how they recovered, their transition back to the workplace, what helped and what didn't, and how they are doing now.

Joining the panel will be a neuro-rehab-based chiropractor and director of the Canadian Brain Performance Clinic, as well as an occupational therapist who will speak about brain injuries from a medical perspective - what happens to the brain, the care needed, treatments available, how to advocate for yourself or someone else, the recovery process, resuming regular activities, and successfully transitioning back into the workplace.

- [Melanie Brousseau](#), Conflict Management Practitioner, Immigration, Refugees and Citizenship Canada (moderator)
- [Aaron Billesberger](#), British Columbia-Yukon Regional Field Coordinator with the Joint Learning Program
- [Dr. Janelle Curtis](#), PhD in Conservation Ecology, Fisheries & Oceans Canada
- [Kristina Sheridan](#), Occupational Therapist, JR Rehab Services
- [Dr. Askan Jalili](#), Director of the Canadian Brain Performance Clinic

B.

Panel Discussion: Does Indians Have Feelings?

The following is an excerpt from *The Fourth World: An Indian Reality*, by George Manuel and Michael Posluns:

Let me give you an example from my early work experience. I have never forgotten a certain conversation during a coffee break on the first job where I worked side by side with white people on an equal footing. I was a boom man on the Thompson River for a lumber mill that employed about forty men. Maybe two or three of us were Indians.

- [Mikelle Sasakamoose](#), Senior Policy Advisor to the Director on Reconciliation, Indigenous Relations, Transport Canada (moderator)
- [Bryon Flekke](#), St'at'imc, from the community of Xaxli'p. a public servant with Statistics Canada
- [Nadine Spence](#), Executive Director Indigenous Affairs, Parks Canada
- [Emily Tait](#), Capital Administrator, Indigenous Services Canada, BC Region

Another worker with whom I often sat at coffee breaks said to me as he sat down, "Can I ask you a question that's been on my mind for some time?"

"Sure," I said.

"Does Indians have feelings"? he asked.

"Yes, Indians have feelings," I told him.

"You know, my wife and I often talked about this, and since you're my friend I felt you wouldn't be offended if I asked you. We actually feel Indians is no different from dogs, no feelings at all for kinship."

Join us to hear what it is like to be an Indigenous Federal public servant, to better understand the experiences and trauma of Indigenous colleagues, and to learn best practices for communicating and engaging with Indigenous people from a trauma informed approach. This is a safe space to ask your questions. This is the road to reconciliation.

Trigger Warning

This conversation will be covering challenging topics and shared experiences on potentially triggering topics like residential schools abuse, addictions and suicide. The Employee Assistance Program (EAP) (password: "canada") is available. The KUU-US Crisis Line Society operates a 24 hour provincial aboriginal crisis line for Adults/Elders (250-723-4050), Child/Youth (250-723-2040), Toll Free Line (1-800-588-8717). [The Hope for Wellness Help Line](#) 1-855-242-3310 offers immediate help to all Indigenous peoples across Canada. It is available 24 hours a day, 7 days a week. The Metis Crisis Line 1-833-638-4722, provides 24/7 mental health support, including crisis intervention and access to crisis programs.

C. Black Don't Crack: The Pressure of White Institutions on Black Mental Health

Both within and without the workplace, racism and other systems of oppression have measurable and intangible impacts on Black people. How can we as leaders of all races begin to understand those impacts? How do we make tangible changes in our spheres of influence to create safe environments for Black people to thrive? What care do we need to take as Black people to ensure that we can flourish despite working in white institutions?

Discussions about race and racism can be uncomfortable, but they are necessary. Please note that in order to create a safe environment for all participants, but especially Black participants, you will be required to adhere to the following community agreement during this breakout. They're a good practice for all kinds of discussions, especially on sensitive issues.

- [Chanelle Tye](#), Equity & Inclusion Educator & Coach

Balance

Share space and the floor
Speak for yourself, not for or about others

Openness

Be open to new or differing ideas
Embrace discomfort and curiosity
Confidentiality
Learning can leave with you, but stories stay here

Respect

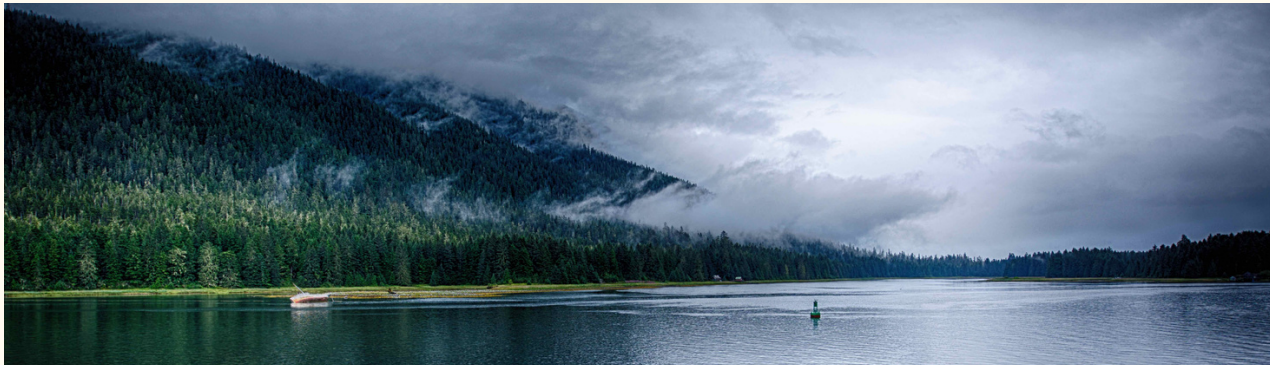
Refrain from language that insults, excludes, or dismisses others

Confidentiality

Learning can leave with you, but stories stay here

Afternoon Breakout Rooms

Healing and Nurturing Our Bodies and Minds



A.

Healing for Mental Health: An Inter-cultural Perspective

A discussion on healing methods from a variety of perspectives. Traditional western culture leans towards medication and therapy as the standard way to support mental health challenges and illnesses. These methods are useful to many but there are many other ways to support and treat mental health that are informed by traditions and histories from other cultures.

Ayurveda and Yoga: Deriving from India, Ayurveda and Yoga are wisdom sciences that work complementarily together to holistically address the health and balance of the body, mind and spirit. According to Ayurveda, we are made up of the building blocks of all natural phenomena; the five great elements: Earth, Air, Fire, Water and Ether (space). Through an understanding of the elements, Ayurveda teaches you how to attain optimal health in relationship to the world through a deeper understanding of your constitution and how to achieve balance. Yoga is not just about stretching, it is a medicine that helps to rhythmically move breath throughout the body to generate awareness and a sense of grounded spaciousness. Ayurveda and Yoga are aligned practices that can help detoxify and cleanse the system to find peace in the body and mind. While sometimes seeming esoteric, they are grounded in practical and tangible principles that help us to view our growth, progress and transform the process of daily living.

Indigenous: Land-based healing. Traditional ways of knowing. The Medicine Wheel. What do these things have to do with Indigenous mental health and wellness? Traditional and land-based methods of understanding recognize that being on the land itself provides healing. Land is a central dimension of wellness that is imbedded in Indigenous traditional knowledge and is a necessary foundation for culturally responsive health care needs in our communities. In order to promote wellness and resilience in Indigenous communities, it is vital to reconnect with our cultural identity and practices. Indigenous concepts of psychological resilience recognize the importance of their relations with others and with the environment encompassing Sharing Circles, storytelling, reconnecting with culture, meeting with knowledge keepers and elders, and through ceremonies including the sweat lodge. All encompass an Indigenous perspective of mental health a holistic view of self: mind, body, spirit and an interconnected balance with families, communities, and the larger environment.

- [Marie-Andree Hould](#), Canadian Innovation Centre for Mental Health in the Workplace (moderator)
- [Angela Stulberg](#), Western-Territorial Region Indigenous Employees' Circle
- [Lee Hyndman](#), Western-Territorial Region Indigenous Employees' Circle
- [Insiya Rasiwala-Finn](#), Ayurvedic Practitioner, Yoga Instructor
- [Bohang Benedix](#), Clinical Counsellor, Ezer Consulting

Black/African: An understanding of healing methods with an intersectional lens according to Black Indigenous ways of healing from Africa (southern African Bantu/Sotho tribes). The role of spirituality and religion in Black/African mental wellness and the intricate relationship African people have with nature and the environment, relating their connection using their bodies to ground themselves and thereby providing feelings of psychological belonging. Traditional support structures will be highlighted with a focus on the role of spiritual and traditional healers, including medicine healers and spiritual healers. We will discuss African therapies towards achieving individual psychological health irrespective of where people live and work, to help learn how to feel racially safe when in the minority. The importance of community (Ubuntu/Botho) and African ways of creating racial and cultural safety and belonging through other therapeutic forms of art will be highlighted, such as music, dance, expressive and performative arts, and story telling. Strategies to continue to be authentic, courageous, and with a healthy psychological relationship with racialized Black identity in Canada will be shared.



B.

The Belly Brain and the Mind–Gut Connection: How to Fuel a Healthy Mind



Trusting your gut –this timeless expression came from a very scientific place. Our gut is our second brain, our neurotransmitters are produced there and the biome of natural and invasive bacteria in our stomach and intestines significantly affects the way we think and act. Our gut is always giving us feedback. But modern day life has us very distracted from these subtle signals. Eating food without consciousness, ignoring our body’s need for movement and rest, disconnecting and distracting the mind from the body with our phones and more.... Food is one of the main ways we can nurture our bodies and minds and strengthen those neuro-pathways. There are more neurons in the belly than the spinal column, which is why it’s called the “belly-brain”. What we eat can have a profound effect on our mental health.

- [Dr Genieve Burley-Howes](#), Chiropractor, Mental Health Advocate, Yoga Instructor (moderator)
- [Michelle Johnston](#), Holistic Nutritionist
- [Michelle Sheppard](#), Registered Dietitian

We will hear and talk about what the microbiome is and the role it plays in our body’s belly-brain connection, and how the two-way connection between what/how we eat affects our stress and mood, and how stress affects our gut and unconscious food choices. We’ll uncover key factors that either help or hinder gut health and which signs and symptoms may indicate the body’s digestive system is out of balance. You’ll learn practical strategies and remedies to help improve digestion and how to tune in to your own gut cues to improve your mood with food and soothe a stressed-out gut.

Our bodies are always trying to communicate with us and by listening and honouring that innate intelligence you will find new strategies to support your wellbeing.

C. Workload & Burnout:

How to Tackle this Crisis Across the Federal Family

Workload: we all feel it and we all want to do something about it. But what? We know there is a direct linkage between health and work. One such health effect is the prevalence and pervasiveness of 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 exhaustion. While a heavy workload is associated with burnout, what often tips a person from overworked to burnt out is the feeling that everything they’ve tried to make their situation better has been futile and ineffective, leaving them feeling powerless and unvalued by the people around them. People who feel they cannot be themselves and feel they must work at conforming to the accepted norms of their workplace or society can also experience burnout. Burnout is associated with depression, anxiety, feelings of inner emptiness, and can contribute to substance abuse and, in extreme cases, to suicidal ideation. Burnout’s physical symptoms differ from person to person but can include an enlarged amygdala (a part of the brain involved in mood regulation and anxiety), changes in hormone levels, gastrointestinal problems, inability to sleep properly, skin rashes, headache, elevated heart rate, vision and hearing problems, and panic attacks.

Not only is it critical for managers to be familiar with the signs and symptoms of burnout and to accommodate employees that need support, but reported levels of burnout in executives is at an all-time high. Over 4,000 Public Service executives responded to the 2021 (6th annual) APEX Executive Work and Healthy Study. Initial findings indicate burnout has reached 75%, the number of days they describe as stressful are at the highest level ever, and perceptions of work/home interference have doubled.

It is time to be innovative and think about how we can manage workload to avoid burnout. What can we (leaders and employees) do to tackle this crisis across the federal family?

- [Mario Baril](#), Ombuds for Mental Health and Employee Well-Being, Department of Innovation, Science, and Economic Development (moderator)
- [Blair Hammond](#), Director, Canadian Wildlife Service, Environment and Climate Change Canada, Pacific Region
- [Allison Webb](#), Regional Director, Environmental Services and Contaminated Sites Management, Public Services and Procurement Canada, Pacific Region
- [Jennifer Feeney-Svab](#), Centre of Expertise on Mental Health
- [Eve Nadeau](#), Associate Ombuds for Mental Health and Employee Well-Being, Department of Innovation, Science and Economic Development Canada
- [Ayesha Sackey](#), Social Worker and Counsellor

Afternoon Plenary

Lived Experience Presentation

MICHEAL VAN NEN, BRITISH COLUMBIA-YUKON REGIONAL FIELD COORDINATOR,
JOINT LEARNING PROGRAM

Looking Forward: Prioritizing Mental Health in the Workplace: Fireside chat with Chief Information Officer Catherine Luelo

CIO CATHERINE LUELO AND ELAINE CHONG, DIRECTOR, HEALTH PROGRAM
INTEGRITY AND CONTROL, MIGRATION HEALTH, IMMIGRATION, REFUGEES AND
CITIZENSHIP CANADA

Resources

Note: resources listed here is a selection and not a complete list

If you need to talk to someone, please reach out:

Employee Assistance Program (EAP):

- By phone: 1-800-268-7708, or 1-800-567-5803 (digital service for individuals who are deaf or hard of hearing)
- By chat: [Access the EAP Chat \(new\)](#)

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 supporting 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

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.

Emergency Services

- Call 911 or your local emergency number

Tools for your toolbox:

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

Hope by CAMH is 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 designed 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.

With the help of volunteers and in collaboration with other organizations, we strive towards our objective of reducing the social stigma associated with mental illness as part of an early intervention and prevention strategy. We believe that offering peer support services and providing regular therapy programs has an impact in the community and empowers individuals to take control of their lives and better manage their mental health.

[Click on the titles to check out the resources](#)

Prioritizing mental health in the workplace:

Mental Health Learning Series - CSPS (cspc-efpc.gc.ca)

The Canada School of Public Service wants to do its part to change the culture around mental health and lift the associated stigma by offering learning to support the implementation of the Federal Public Service Workplace Mental Health Strategy. To foster a more respectful workplace for all employees, the School is developing effective learning tools and resources for employees at all levels.

Centre of Expertise on Mental Health in the Workplace

The Centre of Expertise is intended to help guide organizations on their journey to building a healthy, respectful and supportive federal public service, provide access to resources and collect and share best practices. The Centre of Expertise's web presence aims to facilitate easy access to resources and tools for organizations, managers and employees.

Workplace Strategies for Mental Health

Workplace Strategies for Mental Health is a leading source of free practical tools, tips and training materials designed to help employees and employers prevent and manage mental health issues in and out of the office. Resources address enhancing workplace culture and leadership, change and conflict, managing performance and stress, planning to return to work or retire, and more. Originally established in 2007 as The Great-West Life Centre for Mental Health in the Workplace, the organization operates on a non-profit model and is funded by Canada Life.

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, who represent both the Union and management.

- For a complete list of online virtual sessions, visit the following link to the JLP website for a description of each topic, including objectives: <https://www.jlp-pam.ca/discussion-eng>
- For a complete list of in-person workshops, visit the the JLP website for a detailed description of each topic, including objectives: <https://www.jlp-pam.ca/workshops-ateliers-eng>

To request an online virtual session, please complete a request located at the following link to the JLP website: <https://www.jlp-pam.ca/LMS/Discussions/Request-Demande-eng.aspx>

To request an in-person workshop for teams who have returned or never left the workplace, please contact your Regional Field Coordinators. For the BC-Yukon, your Regional Field Coordinators are: Aaron Billesberger (604-240-0431 billesa@psac-afpc.com) and Michael Van Nén (778-861-7546 vannenm@psac-afpc.com)

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 kʷikwə́łəm \(Kwikwetlem First Nation\)](#)

A land acknowledgement recognizes the essential and enduring connection between the kʷikwə́łəm 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 speaking or writing the words. Two options are provided that you are welcome to use as templates.

[Stories of the Land: Acknowledging Treaty 7 Territory.](#)



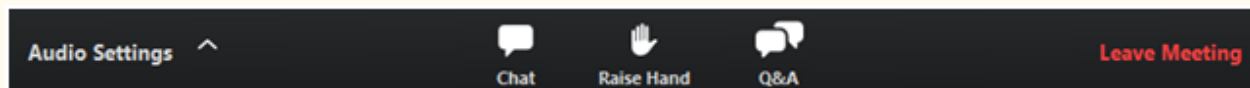
Acknowledgements

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 organizers that volunteered their time, creativity and knowledge. Much appreciation and gratitude towards our speakers who openly shared their lived experiences and knowledge. Please read everyone's bios as they are all superheros. Johanna Read, Michael Van Nen and Kathleen Slade spent their valuable time helping to edit this booklet. Our partners – Liz Martine and Carolyn Arthur of the BC Chapter of the Federal Black Employee Caucus, Mikelle Sasakamoose and Rod Cunningham of the Pacific Aboriginal Network, and Mireille Cyr of the Innovation Centre for Mental Health in the Workplace helped make this event a true collaboration. We are better together.



zoom User Guide

To access the full guide for attendees (including instructions for Linux, Android and iOS) or see FAQ for using Zoom, click [HERE](#)



Audio Settings (only visible if the host hasn't granted you permission to talk)

Your videos and microphones will be turned off. You will not be able to change your audio settings unless the cohost permits it.

Chat

Open webinar chat, allowing you to send chat messages to the host, panelists, and attendees (if permitted). Raise Hand: Raise your hand in the webinar to indicate that you need something from the host. Many webinar hosts use this feature to know if an attendee has a question and would like to speak out loud.

Question & Answer

In the webinars (morning and afternoon plenaries) please open the Q&A window to ask questions. The hosts may either reply back to you via text in the Q&A window or answer your question live.

To ask a question:

1. Enter your question into the Q&A box, then click Send.
2. Note: Select Send Anonymously if you do not want your name attached to your question in the Q&A.
3. If the host replies via the Q&A, you will see a reply in the Q&A window. The host can also answer your question live (out loud). You will see a notification in the Q&A window if the host plans to do this.

As an attendee you can also like or comment on other attendee's questions. This helps the host or participant identify popular questions, especially in a webinar with many attendees.

1. Click the thumbs up icon to like a comment.
2. Tip: The number beside the icon is the total number of likes the question has received so far.
3. Click the red thumbs up icon to unlike the comment.
4. Click Comment to write a reply to an existing question.
5. Enter your comment and click Send.
6. Your comment will appear beneath the question.

How to Join a webinar or meeting

Click the link provided to you. If you need to join manually, Locate the meeting ID/webinar ID, it may appear at the end of the phone dial-in information, or it will be in the join link, just after

<https://zoom.us/w/>

Sign in to the Zoom desktop client or mobile app. Note: You do not need to be signed in to the Zoom client, but if not, you will need to provide a name and email address to join. If registration is required, you will need to complete registration and use the link to join the webinar. Click or tap Join. Enter the webinar ID, and click Join or tap Join Meeting. If prompted, enter your name and email address, then click Join Webinar or tap Join.

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