

CFAS LEADERSHIP & MANAGEMENT SIG PRE- CONFERENCE SYMPOSIUM



PRELIMINARY AGENDA

WEDNESDAY, SEPTEMBER 20, 2023

1:00 PM – 4:30 PM EST

TORONTO WESTIN HARBOUR CASTLE
ROOM: PIER 7 & PIER 8





Leadership & Management Pre-conference: Fostering Inclusivity in the Workplace: Unconscious Bias Unveiled

1:00 pm - 1:15 pm EST

Welcome - Introduction

1:15 pm - 3:15 pm EST

The Impact of Unconscious Bias in Our Everyday Lives



Joanne Kinya Baker Shades of Humanity

In this session, Joanne Kinya Baker will focus on unconscious bias, diving into how these biases lead to microaggressions that cause harm in our workplaces and personal lives. Joanne will review common types of bias and the traps that leadership often find themselves in. Through understanding bias, we can implement strategies to help disrupt these negative biases and leverage this information to become a more inclusive ally to systemically marginalized communities.

3:15 pm - 3:30 pm EST

Health Break

3:30 pm - 4:20 pm EST

Panel Discussion: Diversity, Inclusion and Equity

**Joanne Kinya Baker
Catherine McKinnon
Shawn Winsor
Shirley Levitan**

4:20 pm - 4:30 pm EST

Debrief; Q&A; Adjourn



Faculty Section:



Joanne Kinya Baker

Joanne Kinya Baker is a registered social worker and educator in the area of governance, equity and community development with over 17 years of experience. Joanne describes herself as a social justice and change advocate and has had a prolific career having worked across refugee camps in Africa on behalf of the United Nations and other organizations. For the past decade she has been affecting social change through her collaboration with local governments in Canada developing strategies that build anti-racist, welcoming and inclusive communities. Driven by her own experiences with inequities as well as her passion for anti-racism work, Joanne founded Shades of Humanity Consulting to further her work in creating spaces where people could learn how to have difficult but life changing conversations



Catherine McKinnon

Catherine is the Chief Human Resources Officer at The Fertility Partners. She leads the national HR Strategy and Operation for TFP's partner clinics. Catherine's previous experience in the healthcare sector has informed her of the unique challenges and stresses facing healthcare professionals. This experience exemplified her vision of empowering and supporting employees to achieve personal and professional excellence and connect them to the meaningful work they perform. Catherine holds a Master of Industrial Relations and Human Resources Degree from the University of Toronto, a Bachelor of Arts Degree (Hons) in Psychology from Laurentian University, and is a Certified Human Resources Leader.



Shawn Winsor

Shawn is a bioethicist working in clinical practice, public policy, education, and research, with a specialty in reproductive health. He has been Director of the Ethics Centres at Sunnybrook Health Sciences Centre and Trillium Health Partners, and consults for individual and organizational healthcare clients across Canada. Shawn advises provincial (Ontario's Genetics Advisory Committee and Taskforce on Fetal RhD Genotyping) and national organizations (Canadian Agency for Drugs and Technologies in Health and Canadian Medical Association) on bioethics and health technology policy. He is a Member of the Dalla Lana School of Public Health and Joint Center for Bioethics at the University of Toronto, and is a Vanier Canada Scholar at the Centre for Health Economics and Policy Analysis at McMaster University. Shawn is proud to have been founding co-chair of the Ethics-Law Special Interest Group of the CFAS.



Shirley Levitan

Shirley is one of the few lawyers in Ontario who has considerable experience in both family law and fertility law, and as a result, was asked to assist with reviewing and revising Bill 28, which amends Ontario's former Children's Law Reform Act. The amendments have direct and vital legal impact on Ontario families created using third party reproductive technology. Additionally, because Shirley practices in both these areas, she offers the knowledge and insight to help an increasing number of people with issues encompassing both fertility law and family law issues, such as embryo creation by non-spouses who wish to co-parent, and embryo 'battles' between separating spouse