

*National Joint Council
Seminar*



*September 25 and 26, 2024
Ottawa, Ontario*



**National
Joint Council
of the
Public Service
of Canada**

**Conseil
national mixte
de la
fonction publique
du Canada**

WELCOME TO THE 2024 NJC SEMINAR!

Dear Seminar Participant,

The National Joint Council (NJC) Seminar is a unique event. It brings together Bargaining Agent and Employer leaders from across the country. The purpose is to discuss important issues facing the labour relations and human resources communities of the public service.

The Seminar this year will take place over two days. It offers participants an unparalleled opportunity to exchange views on shared issues and to think collaboratively about how best to deal with current and future concerns and objectives.

Our 2024 Seminar agenda features a wide variety of speakers. They will provide various insights, presentations, workshops, and experiences. The central focus of these discussions will be "Valuing Diversity: Cultivating a Culture of Inclusion, Equity and Accessibility in the Federal Public Service".

We hope the agenda and format of the Seminar encourage participants to contribute and share in an open dialogue on these important matters. The NJC aims to enhance and strengthen our joint relationships. The Seminar provides a great opportunity to renew connections with colleagues and make new acquaintances.

2024 also marks the NJC's 80th anniversary. Throughout its history, the NJC has offered a forum for federal public service employers and bargaining agents to consult, collaborate and co-develop with a view to fostering a strong public service. We look forward to meeting,

exchanging, and working with you over the course of the event and in the months and years to come.

A handwritten signature in black ink, appearing to read 'C Fraser', written in a cursive style.

Catharine Fraser
General Secretary



NATIONAL JOINT COUNCIL SEMINAR

September 25 and 26, 2024

Canada Science and Technology Museum
1867 St. Laurent Boulevard, Ottawa, ON

Valuing Diversity: Cultivating a Culture of Inclusion, Equity, and Accessibility in the Federal Public Service

Program

Wednesday, September 25, 2024

8:30 a.m. – 9:00 a.m.

Registration

Location: Foyer

Coffee/tea will be served

9:00 a.m. – 9:05 a.m.

Welcome Address

Location: Event Hall

Catharine Fraser, General Secretary,
National Joint Council

9:05 a.m. – 9:15 a.m.

Program Overview

Catherine LaPierre-Ouellet and Suzanne McFarlane, Moderators and Program Officers,
Joint Learning Program

9:15 a.m. – 10:15 a.m.

Addressing Systemic Discrimination within our Organizations

Meera Chander, Director, Equity, Inclusion and Human Rights Bureau, Public Service Alliance of Canada

10:15 a.m. – 10:45 a.m.

HEALTH AND NETWORKING BREAK

Location: Event Hall

Light refreshments will be served

- 10:45 a.m. – 12:00 p.m.** ***Progress and Improvements in Equity, Diversity and Inclusion***
Sean Ross, Moderator
Bernadeth Betchi, Coordinator, Office of the National President, Union of National Employees
Samantha David, Director, Truth, Reconciliation, Equity, Diversity, Inclusion and Accessibility (TREDIA) Relationships and Initiatives, Ingenium
Navdip Kaur Singh, Chair, Equity, Diversity and Inclusion Committee, Association of Justice Counsel and Co-chair, Advisory Committee on Racialized Persons, Department of Justice
- 12:00 p.m. – 12:30 p.m.** **PRE-LUNCH BREAK**
Explore Museum at leisure
Location: Museum
- 12:30 p.m. – 1:30 p.m.** **LUNCH AND NETWORKING**
Location: Event Hall
- 1:30 p.m. – 2:45 p.m.** ***Ableism and Disability Awareness***
Samantha David, Director, Truth, Reconciliation, Equity, Diversity, Inclusion and Accessibility (TREDIA) Relationships and Initiatives, Ingenium
- 2:45 p.m. – 3:25 p.m.** **HEALTH AND NETWORKING BREAK**
Location: Event Hall
Light refreshments will be served
- 3:25 p.m. – 4:25 p.m.** ***Health Canada’s Accessibility Centre of Expertise***
Fabio Onesi, Director General, Talent and Workplace Culture Directorate, Health Canada & the Public Health Agency of Canada
- 4:25 p.m. – 4:55 p.m.** ***A Day in the Life: Employee Assistance Services***
Ghaelle Meta Mulaja, Counsellor, Crisis and Referral Centre, Employee Assistance Services, Health Canada

4:55 p.m. – 5:00 p.m. ***Seminar Day 1 Closing***
Wanda Boudreau, Chairperson, Union
Management Relations Committee

5:00 p.m. – 6:30 p.m. ***Networking Reception***
Location: Artifact Alley

6:30 p.m. – 9:00 p.m. ***80th Anniversary Dinner***
Location: Event Hall

Thursday, September 26, 2024

8:30 a.m. – 9:00 a.m. ***Registration***
Location: Foyer
Coffee/tea will be served

9:00 a.m. – 9:05 a.m. ***Program Overview***
**Catherine LaPierre-Ouellet and Suzanne
McFarlane**, Moderators and Program Officers,
Joint Learning Program

9:05 a.m. – 9:45 a.m. ***Seminar Day 2 - Opening Address***
Donnalyn McClymont, Deputy Secretary to the
Cabinet (Senior Personnel and Public Service
Renewal), Privy Council Office

9:45 a.m. – 10:30 a.m. ***Indigenous Recruitment & Retention in DFO
Arctic Region***
Amy Amos, Regional Director General, Arctic,
Fisheries and Oceans Canada

10:30 a.m. – 10:45 a.m. **HEALTH AND NETWORKING BREAK**
Location: Event Hall
Light refreshments will be served

- 10:45 a.m. – 12:00 p.m.** ***Panel on Neurodiversity***
Deborah Cooper, Moderator and Board Member,
Federal Public Sector Labour Relations and
Employment Board
Sancho Angulo, Chair, Infinity – The Network for
Neurodivergent Public Servants and Advisor,
Policy and Data Governance, Office of the Chief
Human Resources Officer, Treasury Board of
Canada Secretariat
Amy Labelle, Lead, Neurodiversity Affinity Group
and Senior Implementation Advisor,
Communications Security Establishment Canada
Anne Rahming, Acting Deputy Director General of
Culture and Executive Director, Gender Equality
and Intersectional Analysis, Department of
National Defence
- 12:00 p.m. – 12:30 p.m.** **PRE-LUNCH BREAK**
Explore Museum at leisure
Location: Museum
- 12:30 p.m. – 1:30 p.m.** **LUNCH AND NETWORKING**
Location: Event Hall
- 1:30 p.m. – 2:45 p.m.** ***Duty To Accommodate Workshop***
Facilitators:
**Catherine LaPierre-Ouellet and Suzanne
McFarlane**, Program Officers, Joint Learning
Program
- 2:45 p.m. - 3:00 p.m.** **HEALTH AND NETWORKING BREAK**
Location: Foyer
Light refreshments will be served
- 3:00 p.m. – 3:25 p.m.** ***A Day in the Life: Maritime Search and Rescue***
Douglas White, Acting Senior Policy Analyst,
Search and Rescue, Canadian Coast Guard

3:25 p.m. – 4:05 p.m.

***Cultivating a Sense of Belonging – Ingenium’s
TREDIA Journey***

Samantha David, Director, Truth, Reconciliation,
Equity, Diversity, Inclusion and Accessibility
(TREDIA) Relationships and Initiatives, Ingenium

4:05 p.m. – 4:15 p.m.

Seminar Closing

Wanda Boudreau, Chairperson, Union
Management Relations Committee



NJC Seminar 2024 Participants List

Liste des participant(e)s du Colloque du CNM 2024

Amos, Amy - DFO / MPO
Arkorful, Irene - TBS / SCT
Awan, Nazim - CanNor
Bangiricenge, Anita - CAPE / ACEP
Bédard, Eden - NJC / CNM
Betchi, Bernadeth - UNE / SEN
Bidal, Carole - TBS / SCT
Bitar, Raghida - CFIA / ACIA
Bleskie, Rachel - FINTRAC / CANAFE
Bohar, Katarina - CCOHS / CCHST
Boivin, Noémie - PCH
Bouchard, Michel - UCCO-SACC-CSN
Boucher, Mark - CMSG / GMMC
Boudreau, Wanda - FGDCA / ACECMGF
Bourbonnais, Julie - ECCC
Bouzi, Annette - AJC / AJJ
Brook, Karen - CAPE / ACEP
Bullion-Winters, Wendy - CSPS / EFPC
Cameron, Paul - IBEW 2228 / FIOE 2228
Carr, Jennifer - PIPSC / IPFPC
Carruthers, Shirley - GAC / AMC
Casella, Tony - FGDCA / ACECMGF
Charlebois, Philippe - CDC / CCL
Cooper, Deborah - FPSLREB / CRTRESPF
Côté, Sonia - CRA / ARC
Crain, Andrew - NRCan / RNCan
Cruickshank, Jennifer - DFO / MPO
Dean, Andrea - PSAC / AFPC
Dénomée, Natasha - CDC / CCL
Désormeaux-Dufour, Catherine - NRCan / RNCan
DeSousa, Sharon - PSAC / AFPC
Dionne, Donald - IBEW 2228 / FIOE 2228
Dubuc, Olivier - PCH
Duchesne, Annie - PCH
Dyck, Milton - PSAC / AFPC
Encarnacion, Brenda - PSC / CFP
Fahlman, Diane - PacifiCan
Feniak, Aaron - ESDC / EDSC
Flowers Code, Holly - CBSA / ASFC
Fortin, Maude - FPSLREB / CRTRESPF
Fournier, Yves - FGDTLC(E) / CMTCMGF(E)
Fraser, Catharine - NJC / CNM
Gaboton, Richard - PIPSC / IPFPC
Gascon, Colin - Elections
Gilbert, Catherine - JLP / PAM

Girard, Guylaine - CRTC
Gosselin, Marc - TBS / SCT
Grundy, Suzanne - VAC / ACC
Hall, Natalie - CCOHS / CCHST
Hamilton, Jennifer - FPSLREB /
CRTRESPF
Hanspal, Kiran - PSPC / SPAC
Harlow, Gregory - AJC / AJJ
Hazra, Tia - PIPSC / IPFPC
Hippern, Kathleen - CUPE 104 /
SCFP 104
Hutchison, Freddie - FGDTLC(E) /
CMTCMGF(E)
Isfeld, Pamela - PAFSO / APASE
Keats, Cheryl - ACOA / APECA
Kirchner, Myles - CUPE 104 / SCFP
104
Kruger, Karen - NJC / CNM
Kurtis, Bonnie - PacifiCan
Lafleur, Lee - RCEA / AECR
Lafrenière, Tania - PIPSC / IPFPC
Lamba, Seema - AJC / AJJ
LaPierre-Ouellet, Catherine - JLP /
PAM
Leblanc, Kimberly - OAG / BVG
LeBrun, Christopher - TBS / SCT
Leduc, Marc - LAC / BAC
Lemay, Karine - CSEC / CSTC
Macfarlane, Michelle - RCEA /
AECR
Macharia, Sam - TBS / SCT
Mackenzie, Laura - NJC / CNM
Mamtaz, Hasib - INFC
McCormick, Sharon - FIN
McDonald, Aaron - NJC / CNM

McFarlane, Suzanne - JLP / PAM
Meduri, Bronwyn - CSA / ASC
Milford, Brandon - UVAE / SEAC
Miller, Justin - CFPA / APFC
Molina, Catherine - TBS / SCT
Montague, Sayward - NAFR /
ANRF
Montsion, Claude-Andrée - OAG /
BVG
Moreno, Kevin - SCICS
Napier, Dan - NAFR / ANRF
Okraïneç, Christine - CSEC / CSTC
Parriag, Natasha - TBS / SCT
Pernal, Nicholas - PIPSC / IPFPC
Peters, Shelley - RCMP / GRC
Pilon, Allison - CEIU / SEIC
Pizzino, Anthony - NAFR / ANRF
Pogrebinski, Denis - Ingenium
Richard, Dany - ACFO / ACAF
Rogers, Des - FGDTLC(W) /
CMTCMGF(O)
Sanford, Laura - NJC / CNM
Scichilone, Sofia - PRIV
Shum, Elizabeth - NJC / CNM
Sifton, Lorna - TBS / SCT
Singh, Navdip Kaur - AJC / AJJ
Srivastava, Raman - CFIA / ACIA
Srivigneswaran, Saumiya - IRB /
CISR
St-Jean, Patricia - CSC / SCC
Stewart, Michael - PSC / CFP
Taillefer-McLaren, Aline - TBS /
SCT
Taillon, Nancy - LAC / BAC
Théodore, Djimy - PSAC / AFPC

Turenne, Lila - PC

Vachon, Patrick - ECCC

Vézina, Charles - TBS / SCT

Vidmar, Dominique - CAPE / ACEP

Walsh, Kevin - FGDTLC(W) /

CMTCMGF(O)

Weisman, Iris - IBEW 2228 / FIOE

2228

White, Dan - TSB / BST

Wilkins, Jeff - UCCO-SACC-CSN

Winker, Debbie - AGR / AAC



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PRESENTATIONS

All the presentations are available on the NJC website. Please scan the QR code below or visit the following link: <https://www.njc-cnm.gc.ca/s18/s8/s56/d911/en>



EVALUATION

The National Joint Council would like to thank you for attending the 2024 Seminar in Ottawa, Ontario.

Please scan the QR code below or visit the following link to complete an online survey which will assess the NJC Seminar and allow participants to provide feedback: <https://forms.office.com/r/ftQByXLpCS>

