

MCCA Women in Leadership Conference Workshop

Workshop Title

Transformative Inclusion - Making room for every voice

Workshop Description

This workshop will provide you with a better understanding of inclusion. You will learn the difference between transformative inclusion and performative inclusion. You will have opportunities to reflect on your own biases while learning tips to help you create more equitable and inclusive environments.

What You'll Take Back to Your Workplace:

- The beginning of a reflective practice to help identify personal and organizational strengths and gaps.
 - A more defined understanding of inclusion.
 - The ability to identify gaps within your organization.
 - Tangible steps to create inclusive environments.
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Program Outcomes

By the end of this session, participants will:

- Understand the difference between transformative inclusion and performative inclusion
 - Assess current personal and organizational strengths and gaps as it relates to inclusive workplaces.
 - Practice self-reflection
 - Developed awareness of bias
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Facilitator Bios

Meet Gillian Howie

Gillian is an experienced leader with over 24 years of expertise leading in the insurance industry. In 2011, she earned her Chartered Insurance Professional (CIP) designation through the Insurance Institute of Canada. Gillian's leadership spans over two decades in areas including operations, customer experience, product delivery and program administration. She has organized and facilitated educational sessions within the industry and has a keen interest in ensuring there are opportunities for professional growth that are easily applied in a day-to-day capacity.

Gillian's core values are integrity, truthfulness, and kindness. She is passionate about creating opportunities for others to identify their strengths and helping them achieve their goals, whether that be in an individual contributor capacity or within the leadership space. Gillian believes there is space for everyone at the table, and that remaining curious is the key to success. Her approach to learning combines collaboration, application, and a healthy dose of humour and fun.

Meet Melanie Bazin

Melanie (she/her) is the Director of Indigenous Services at Crisis & Trauma Resource Institute. She works alongside the leadership team to envision the future of the organization. She has a passion for decolonizing social systems and draws from her Metis heritage to inform content.

In addition to her work with CTRI, Melanie provides land-based therapy with [Lil' Steps Wellness Farm](#). She holds a Master of Social Work degree, with a focus on Indigenous knowledge, is bilingual, and has over 18 years of experience as a social worker in the fields of child protection, addictions, and education.

As a trainer, Melanie believes that learning is lifelong. She enjoys incorporating collaborative and experiential learning into her workshops and creates an atmosphere of safety and respect. Melanie embraces diversity and values the wisdom and knowledge gained from life experiences.