EDI & Workplace Conflict: A Risk Perspective



Recorded Date: March 26, 2025

Speakers: Jennifer Mak, Human Rights and Equity Strategist

About This Webinar

In the current global and local political climate, Equity, Diversity, and Inclusion (EDI) initiatives are increasingly being sidelined or canceled altogether. This is partially due to the fact that the connection between EDI and workplace conflict, specifically discrimination, harassment, and violence, is often overlooked, misunderstood, or dismissed. Consequently, this oversight can increase the risk of occupational health and safety issues and potentially result in financial costs and legal repercussions to organizations.

This webinar will focus on the “E” of EDI and human rights and discuss:

- The potential consequences of excluding equity and human rights in organizational policies and practices
- How equity and human rights are essential tools to prevent workplace conflict and manage associated risks
- Employer rights and obligations

Sensitive Content Warning: The webinar will discuss issues related to racial discrimination, racism, and sexism that may be traumatizing and triggering. Participant discretion is advised.

About the Speaker

Jennifer Mak, MA in Labour Studies, is a Human Rights and Equity Strategist. Her consultancy focuses on helping organizations build and maintain healthy and safe work environments that are free from discrimination, harassment, and violence. Through an intersectional and anti-oppression approach, Jennifer helps employers address and eliminate workplace issues by embedding human rights and equity into their systems via policy and procedures, strategic planning, education, and conflict management.

What’s Included

1. **Expert Insights:** Guidance from Jennifer Mak on addressing workplace violence through DEI strategies.
2. **Key Learning Points:**
    1. How DEI efforts can reduce workplace violence risks.
    2. Recognizing and addressing situations that may lead to increased tensions.
    3. Policies and practices to foster equity and reduce conflicts.
3. **Actionable Tools:** Practical steps to develop and implement DEI-informed policies that enhance workplace harmony.
4. **Live Q&A Session:** Opportunity to ask Jennifer Mak your specific questions about workplace violence and inclusivity.
5. **Supporting Resources:** Access materials to continue fostering a safer, more inclusive work environment.

Who Needs To Be There?

1. HR Managers
2. Diversity, Equity, and Inclusion Officers
3. Compliance Officers
4. Workplace Safety Coordinators
5. Organizational Development Professionals
6. Business Owners
7. Employee Relations Specialists
8. Risk Management Professionals
9. Operations Leaders