



## Safety & Prevention Committee Meeting Minutes - **DRAFT**

### Participants

Chris Back (BC) (Chair)	Bruce Milligan (Yukon)	Dejan Ozegovic (Alberta)	Rob Feagan (Alberta)
Jonathan Sherman (Sask)	Dave Kramer (Manitoba)	Cary Ingram (NWT & NU)	Diana Rea (Ontario)
Johanne Prevost (Quebec)	Angela Francoeur (NB)	Jonathan Andrews (PEI)	Andrea Vardy (NS)
Cathy Wiffen (NFLD)			

### Regrets

Charles Coady (NFLD)

### Recorder

Chris Back (BC)

### Guests

Dr. Hugh Davies (UBC)	Anne Tennier (CCOHS)
Dr. Bill Howatt (Howatt HR Consulting)	Vanessa Blount (WSIB Ontario)

Tuesday, May 16, 2023

Eastern Time	Agenda Item	Speakers/ Participants
11:30 - 11:35	Land Recognition	AWCBC
11:35 - 11:45	Opening Remarks	AWCBC
11:45 – 12:00	Introductions	Chris
12:00 – 12:40	Workplan goal updates: <ul style="list-style-type: none"> <li>• Goal 1 – Healthcare                             <ul style="list-style-type: none"> <li>○ Committee has been formed and Terms of Reference drafted</li> <li>○ <b>ACTION:</b> all committee members to review the Terms of Reference and provide feedback to Andrea Vardy by May 31<sup>st</sup></li> <li>○ <b>ATTACHMENT:</b> Draft Terms of Reference for review</li> </ul> </li> <li>• Goal 2 – Mental Health</li> </ul>	Subcommittee Leads

Eastern Time	Agenda Item	Speakers/ Participants
	<ul style="list-style-type: none"> <li>○ Psych health and safety whitepaper still in approval process with AWCBC Board; hope to have approval to publish in June 2023</li> <li>● Goal 3 – Certification program harmonization               <ul style="list-style-type: none"> <li>○ Subcommittee moving forward with development of national guideline on reciprocity and equivalency</li> <li>○ Timeline is to have draft document ready for consultation in early Fall</li> </ul> </li> <li>● Goal 4 – Changing workplaces               <ul style="list-style-type: none"> <li>○ Vanessa Blount provided summary presentation on progress to date, including key findings of jurisdictional scan, challenges and gaps, and proposed next steps to draft a final report</li> <li>○ <b>ATTACHMENT:</b> Presentation slide deck</li> </ul> </li> </ul>	
12:40 – 12:50	<b>BREAK</b>	
12:50 – 1:50	Presentation 1: Dr. Hugh Davies – Canadian Workplace Exposure database <ul style="list-style-type: none"> <li>● Dr. Davies provided an excellent overview of the database</li> <li>● <b>ATTACHMENT:</b> Presentation slide deck</li> </ul>	Dr. Hugh Davies
1:50 – 2:05	Presentation 1: committee discussion <ul style="list-style-type: none"> <li>● Discussion on governance and funding model to sustain the database</li> <li>● Could CCOHS play a role in sustainability?</li> <li>● <b>ACTION:</b> Committee to consider next steps at a future meeting, including use of the database and potential sustainability model</li> </ul>	Chris
2:05 – 2:15	<b>BREAK</b>	
2:15 – 3:15	Presentation 2: Dr. Bill Howatt – Psychological Health & Safety and KPBs with an EDI lens <ul style="list-style-type: none"> <li>● Dr. Howatt provided an excellent introductory presentation on psychological safety and what employers can do</li> <li>● <b>ATTACHMENT:</b> Presentation slide deck</li> <li>● Dr. Howatt also sent the following links:               <ul style="list-style-type: none"> <li>○ Overview of new WPSA workplace assessment – we have a demo we are doing for clients in next week or so I will have Spencer send if folks like to learn mor – this link will share some more details: <a href="https://www.howatthr.com/workplace-psychological-safety-assessment/">https://www.howatthr.com/workplace-psychological-safety-assessment/</a></li> </ul> </li> </ul>	Dr. Bill Howatt

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	<ul style="list-style-type: none"> <li>○ The Two CSA studies we did are at this link <a href="https://www.howatthr.com/hhr-research-institute/">https://www.howatthr.com/hhr-research-institute/</a></li> <li>○ Research brief on we have done <a href="https://www.howatthr.com/research-briefs/">https://www.howatthr.com/research-briefs/</a></li> <li>○ Isolation and loneliness research <a href="https://engage.wspcs.ca/trusted-leader/wspcs-loneliness-blog-for-isolation-and-loneliness-report">https://engage.wspcs.ca/trusted-leader/wspcs-loneliness-blog-for-isolation-and-loneliness-report</a> We are developing an online 8 week program that will be delivered through an approved provider – will send more details once finalized and our new research validation brief on the new scale we have created.</li> <li>○ New scale we have in public domain on Inclusion <a href="https://www.ohscanada.com/opinions/a-leaders-introduction-to-the-intersection-of-inclusion-psychological-safety/">https://www.ohscanada.com/opinions/a-leaders-introduction-to-the-intersection-of-inclusion-psychological-safety/</a></li> </ul>	
3:15 – 3:25	<p>Presentation 1: committee discussion</p> <ul style="list-style-type: none"> <li>● Psychological Health &amp; Safety (PHS) is a priority for all of us</li> <li>● How do we collectively approach this issue so we are not all creating new tools, but aligning with existing tools?</li> <li>● Angela attending Conference Board of Canada session at end of May where they will be discussing metrics for PHS <ul style="list-style-type: none"> <li>○ <b>ACTION:</b> Angela to share metrics with this committee afterwards</li> </ul> </li> </ul>	Chris
3:25 – 3:30	<p>Wrap-up day 1</p> <ul style="list-style-type: none"> <li>● Discussion about co-chair role now that Jamie Hall has retired <ul style="list-style-type: none"> <li>○ Jonathan Sherman from Saskatchewan has volunteered to co-chair with Chris</li> <li>○ No other volunteers came forward</li> <li>○ Jonathan is new co-chair – congratulations Jonathan!</li> </ul> </li> <li>● Discussion about CCOHS possibly providing admin support to the AWCBC Safety &amp; Prevention Committee as they do for the CAALL-OSH committee <ul style="list-style-type: none"> <li>○ <b>ACTION:</b> Chris to connect with Anne Tennier off-line to find out details of how this works with CAALL-OSH and then bring back to committee for further discussion</li> </ul> </li> </ul>	Chris

Wednesday, May 17, 2023

Eastern Time	Agenda Item	Speakers/Participants
11:30 - 11:35	AWCBC “Above and Beyond” Award Presentation	AWCBC
11:35 – 12:05	<p>CCOHS update</p> <ul style="list-style-type: none"> <li>● Anne presented on CCOHS vision, priorities, and initiatives</li> <li>● Priorities focused on at risk workers, psych health &amp; safety, climate change, chemical safety, and MSI; and within industries such as healthcare, education, federal and provincial government, and community social services</li> <li>● Good alignment with the same priorities discussed at the committee</li> <li>● <b>ATTACHMENT:</b> Presentation slide deck</li> </ul>	Anne Tennier

Eastern Time	Agenda Item	Speakers/Participants
12:05 – 1:30	<p>Develop 2023/2024 workplan</p> <ul style="list-style-type: none"> <li>• Meeting schedule:                             <ul style="list-style-type: none"> <li>○ The committee would like to host a face-to-face meeting within the next year. Options: September 28<sup>th</sup> in Halifax to coincide with CCOHS forum or during the usual All-Committees meeting in May 2024.</li> <li>○ AWCBC will decide on the status of the 2024 All-Committees meetings at their board meeting in June. We can revisit our committee’s approach to next year’s May meetings afterwards.</li> <li>○ For September 2023 in Halifax, we can consider a face-to-face meeting, a virtual meeting, or a hybrid meeting. To help make this decision we need to know who is planning to and/or able to attend a face-to-face meeting in Halifax on September 28<sup>th</sup>.</li> <li>○ Andrea Vardy is able to secure a meeting location</li> <li>○ <b>ACTION:</b> All committee members to email Chris with their availability/preference for the September 28<sup>th</sup> meeting</li> </ul> </li> <li>• Discussed each goal and next steps</li> <li>• Agreement that current four goals are appropriate to continue with</li> <li>• Goal #2 on mental health will stay as a separate goal; however, activities will align with focus in goal #1 and goal #4</li> <li>• Some discussion on adding a 5<sup>th</sup> goal focused on MSI; decision to scope this further during 2023 and then revisit as an action plan goal for 2024/2025                             <ul style="list-style-type: none"> <li>○ <b>ACTION:</b> Chris to complete a draft of 2023/2024 action plan and circulate to the committee by the end of May</li> <li>○ <b>ACTION:</b> Dejan to do further work on MSI scoping, including definition of problem statement, committee activities, and outcome/output measures</li> </ul> </li> </ul>	Committee Discussion
1:30 - 1:45	<p>Wrap-up day 2</p> <ul style="list-style-type: none"> <li>• Jurisdictional updates                             <ul style="list-style-type: none"> <li>○ <b>ACTION:</b> All committee members to submit their jurisdictional updates to Chris by May 31<sup>st</sup></li> <li>○ <b>ACTION:</b> Chris to compile the updates into one document and send out to the group</li> </ul> </li> <li>• Next year’s all committee’s meeting (virtual or in-person)</li> <li>• Invitation to CFCSA meeting in June to present on our workplan and create connection with this association</li> <li>• CFCSA would like to present to our group at some point in the future</li> <li>• Follow-up on presentations from day 1</li> </ul>	Chris
1:45 - 2:00	All Committees Break	
2:00 – 2:15	Inter-Committee Information Sharing	Committees
2:15 – 2:45	Looking Ahead, Together	Committees
2:45 – 3:00	AWCBC Wrap-up	AWCBC