



Fostering R-E-S-P-E-C-T in the Environmental Workplace

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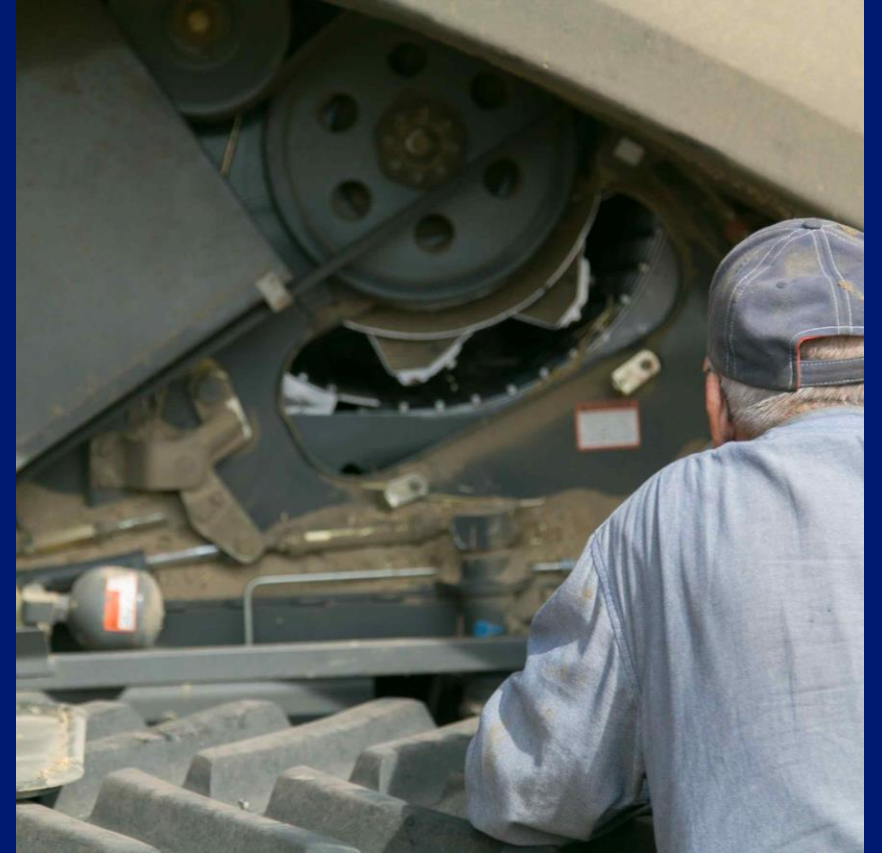
File: 0300-011 Fostering R-E-S-P-E-C-T in the Environmental Workplace

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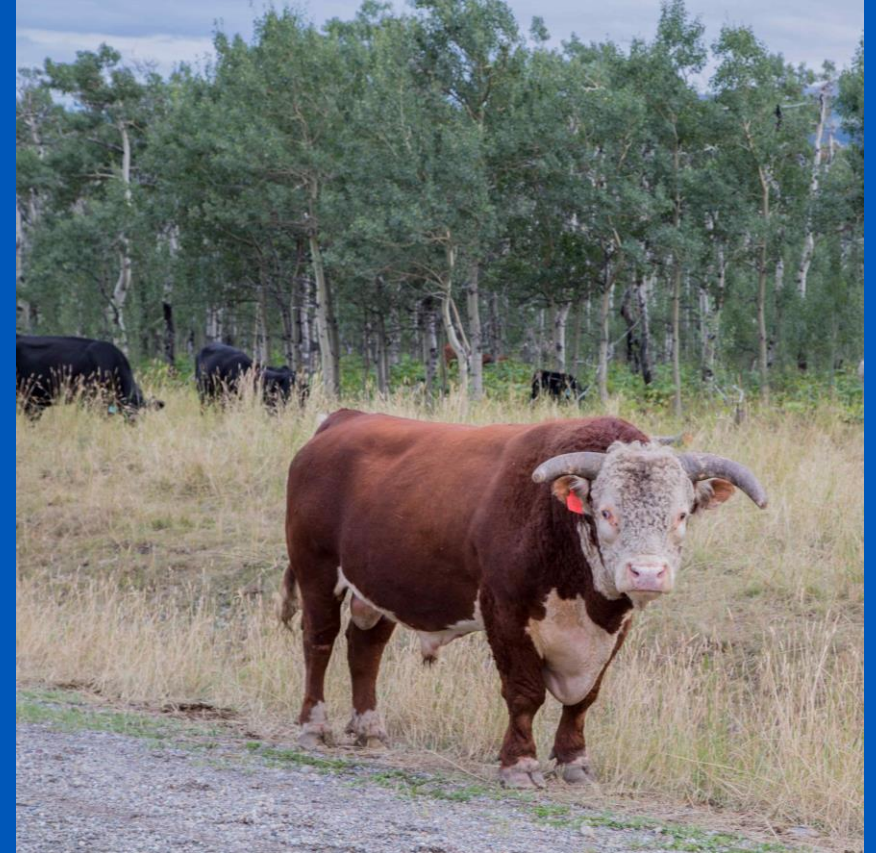
Introduction

- Trace is on a journey in diversity, equity, and inclusion (DEI) and working to better understand the barriers to belonging at Trace
- Go beyond the formal 'anti' policy wording to have real discussion about what makes people feel unsafe, uncomfortable, and/or unwelcome
- Starting conversations about personal feelings rather than textbook definitions
- Clear that RESPECT is crucial for DEI



What We Heard?

- Many experiences of harassment and bullying are in the field via external parties
- Includes unwelcome comments about race, gender, and experience
- Experiences are surprisingly common and sometimes similar
- Often starts as banter and jokes



Common Reactions



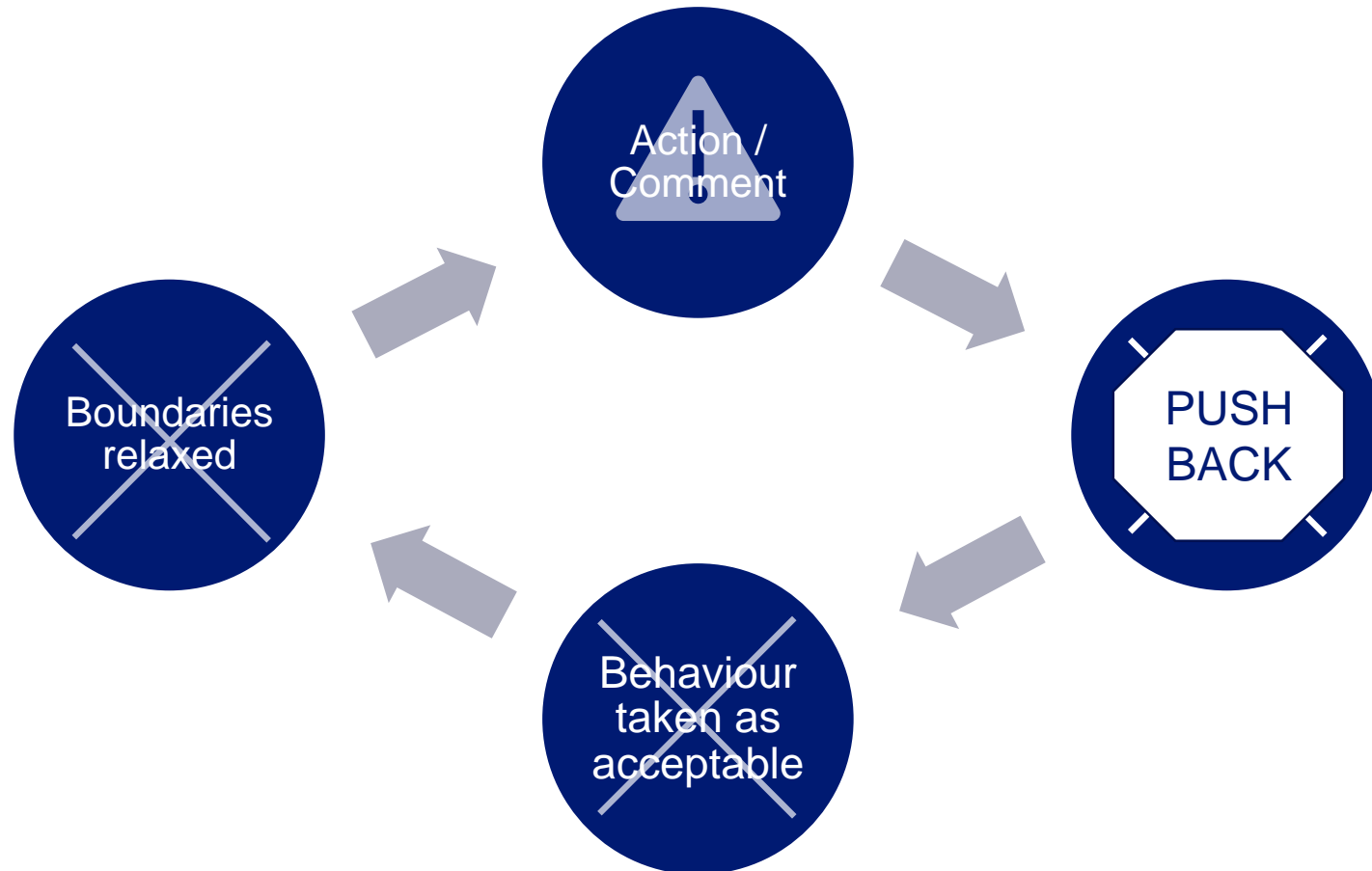
- Hesitancy to express discomfort
- Complacency – just get used to it
- Sadness and feeling alone
- Depression
- Silence

Common Real Life Scenario

- Starts out with what seems to be harmless behaviour
- Friendship develops and defenses are down
- Behaviours intensify and some red flags are ignored
- Escalates to unwanted actions and feeling trapped



Cycle of Amplification



Inspiring Change



- Listen and learn
- Make talking about it common
- Establish expectations of RESPECT
- Provide the tools
- Provide support
- Reassess

TRACE™

Tools

Preventative Measures

- Physical reminders and acknowledgements: on paper and posted that RESPECT is expected
- Training: Respect in the workplace training includes anti-bias training, training on setting boundaries and pre-job discussions, mock scenarios, etc.



Reactionary Measures

- Conversational phrases to shut down or de-escalate inappropriate behaviour (TRACK)
- Behaviours to de-escalate a scenario (give space, vocalize the behaviour is inappropriate, keep calm, avoid trigger words, retreat)
- Exit plans and support systems

TACT
RESPECT
AWARENESS
CCOURTESY
KKINDNESS

Tools for Follow Up

- Training for post-incident support
- Mental health support (anonymous support line)
- Flexible documentation and reporting options
- Multiple avenues for communication
- Confidentiality is key



Leaving a Legacy

“Do the best you can
until you know better.
Then when you know
better, do better”

- Maya Angelou



Questions?

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