



Fresh TRACKs in the Environmental Workplace

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Introduction

- Trace is on its own journey in diversity, equity, and inclusion (DEI) to understand the barriers and struggles in our industry
- We aim for real, tangible change
- We want to listen, learn, and grow
- We want to keep people happy and safe

Progressive Thinking and “New Normals”

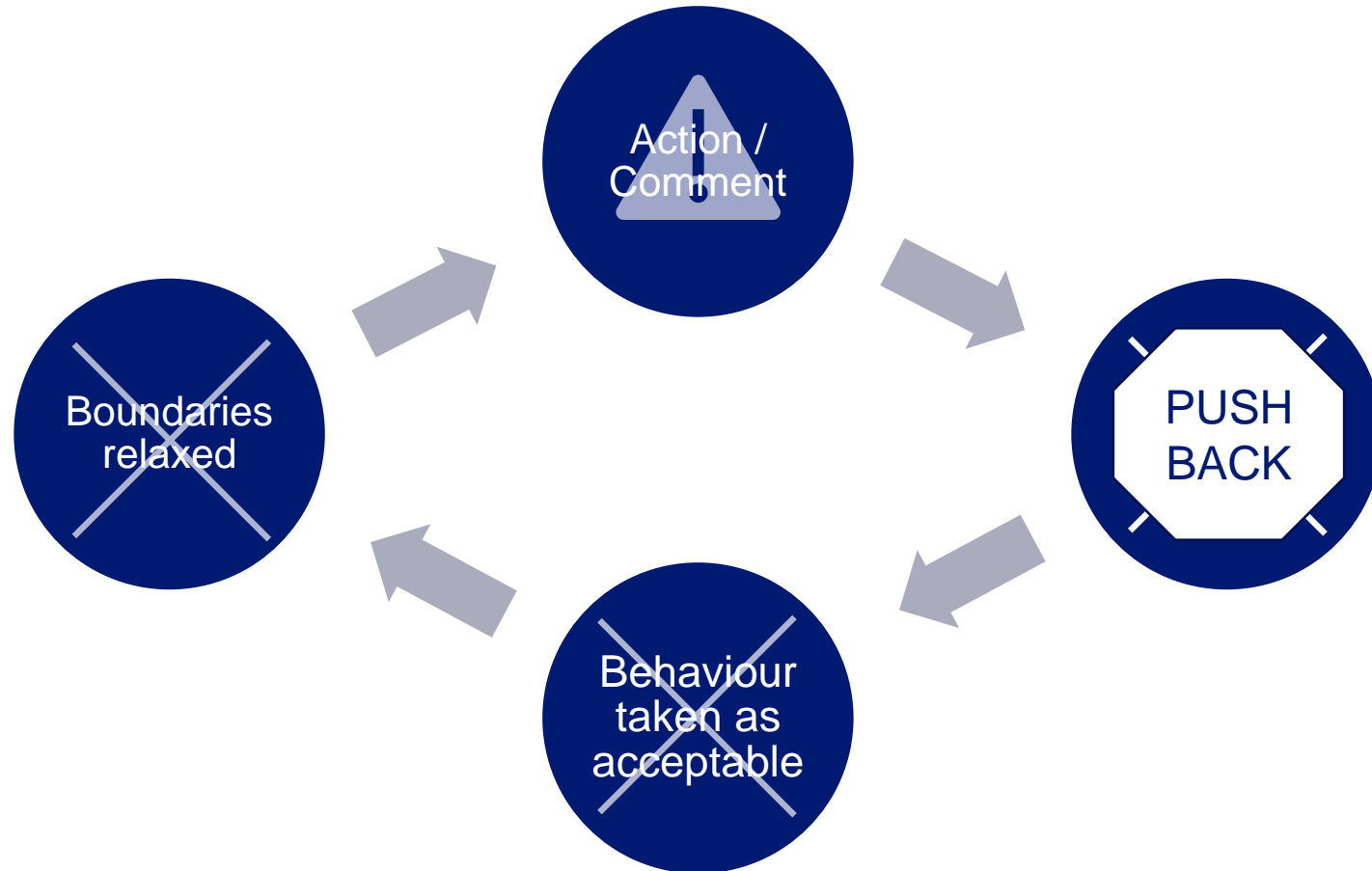
- Why is growth so important? It is about progress rather than change.
- Historical examples of progressive thinking that led to a new normal:
 - Women in science, technology, engineering, and math
 - Women in leadership roles
 - Accessible public spaces
 - Closing of residential schools



Background

- RemTech 2022 we presented DEI learnings; this year we want to share how we are putting those learnings to work
- To summarize what we heard about DEI barriers:
 - Primarily in the field and via external parties
 - Often started as banter and jokes and progressively got worse
- A common theme: it started with troublesome language and lack of boundaries

Cycle of Amplification



Common Language & Boundaries Initiatives

- Identified opportunities for improvements in respectful communication and mindful language
- Bolstered Respect in the Workplace training, including practice/drills around communication and boundaries



Common Language & Boundaries Initiatives Cont'd

- Revised pre-job hazard assessment form to include respect
- Rolled out a tag line: “Keeping things on TRACK,” to add words around the expectation: Tact, Respect, Awareness, Courtesy, and Kindness



Relatable Experiences

It is common to feel pressure to use the “right language” and sometimes it is a struggle to keep up.

Remember...

- We don't know what we don't know
- Everyone is learning and makes mistakes, so lead with compassion



Pitfalls

Try to avoid...

- Being resistant to change
- Getting “left at the station”
- Silence – have the difficult conversation and lead with respect and empathy



Scenarios



Questions?



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