EDI-AR CONFERENCE SCHEDULE - Thursday, May 22, 2025 (Day 1/2)	
8:00 a.m. - 8:45 a.m.	**Registration & Breakfast**
8:46 a.m. - 8:59 a.m.	**Welcome**
9:00 a.m. - 10:00 a.m.	**Plenary - Showcasing EDI-AR Growth and Opportunities**
	Carey Majid KC - Executive Director, Newfoundland and Labrador Human Rights Commission
	Dr. Paul Banahene Adjei - Associate Vice-President (Indigenous Research)
	Tanya Finlay - Vice President, People and Culture, Fortis Inc.
10:05 a.m. - 11:00 a.m.	**CONCURRENT SESSION A**
	Education & Training (Presentation)
Session 1	**Svetlana Barkanova & Kevin Hewitt** - Breaking Barriers in STEM: The Inaugural Chairs for Inclusion in Science and Engineering Program in Atlantic Canada
	Diana Mackay - From Simply Fitting-In to Proper Belonging: Rethinking Neurodiversity Supports in Academia
	Aziza Taylor - "Storytelling: A Tool for Youth-led Social Change & Community Transformation"
Session 2	**Education & Training (Workshop)**
	Amanda Watson - Using Teacher and Student Clarity to Design Better Experiences for Diverse Learners
Session 3	**Building Institutional & Organizational Capacity (Presentation)**
	Michelle Goodridge - Supporting EDI-AR Through Library Gaming Collections and Services
	Julie Glaser & Roxanne Pereira - "A Welcoming, Inclusive Community Approach to Advancing Equity in Municipalities with Legislated Plans to Dismantle Racism and Hate, and Support Accessibility."
	Nicole Cammaert - Multi-Generational Workplaces and Disability: Navigating Mindsets, Disclosure, and Accessibility Across Generations: A Practitioner's Perspective on Inclusive Leadership
Session 4	**Building Community (Workshop)**
	Ema Shiroma-Chao - Beneath the Surface: Constructive Conversations Beyond the Cultural Iceberg

11:01 a.m. - 11:30 a.m.	**Networking**
11:31 a.m. - 12:30 p.m.	**Lunch**
12:31 p.m. - 1:50 p.m.	**Dr. Sara Thompson & Canadian Race Relations Foundation -** Building Bridges: Dialogue and Knowledge Sharing on Hate Crimes and Incidents
1:51 p.m. - 2:30 p.m.	**Nutrition Break**
2:35 p.m. - 3:35 p.m.	**CONCURRENT SESSION B**
Session 5	**Research & Ethics (Presentation)**
	Andy Lee - Comparative Outcome of Surgical, Non-Surgical, and Combination Treatments for Keloids and Hypertrophic Scars in Skin of Color
	Tolulope Lawal - Towards Becoming an Antiracist Researcher: An Autoethnography of My Journey Conducting an Antiracist Master's Thesis
	Hilary Hennessey - Advancing Inclusion in Clinical Trials for Neurodiverse Communities
Session 6	**Policy & Strategic Planning (Presentation)**
	Cassbreea Dewis & Paloma Ponti - Systemic Discrimination: New Policy Approaches
	Rubie Clarke - From Randon Activities to Measurable Strategy: Crafting a DEI Theory of Change
	Andrina Cockerham - Voices for Change: What Newcomer Voices Teach Us About Equity in Hiring
Session 7	**Education & Training**
	Kerri Deir – The ROI of Inclusion: Building Accessible Workplaces That Work
Session 8	**Building Community (Presentation)**
	Kevin Hewitt - "Dismantling the SySTEM"
	Anne Pickard & Kate Wolforth - Opening the Door: Welcoming New Audiences Through Cultural Literacy
	Elaine Brown Spencer - Mental Health is the Church's Business: Forging New Pathways
3:40 p.m. - 4:00 p.m.	**Closing Remarks**

5:00 p.m. - 6:30 p.m.	**Evening Reception**

EDI-AR CONFERENCE SCHEDULE - Friday, May 23, 2025 (Day 2/2)	
8:00 a.m. - 8:45 a.m.	**Registration & Breakfast**
9:00 a.m. - 9:05 a.m.	**Welcome**
9:06 a.m. - 9:45 a.m.	**Plenary - Showcasing EDI-AR Growth and Opportunities**
	Senator Judy A. White
	Senator Wanda Thomas Bernard
9:50 a.m. - 10:50 a.m.	**CONCURRENT SESSION A**
	Building Institutional & Organizational Capacity (Workshop)
Session 1	**Paloma Ponti** - UVic Equity Lens Tool: Building capacity to embed equity into institutional systems
	Building Community (Workshop)
Session 2	**Moashella Michelle Shortte -** Charting A Course Towards True Allyship
Session 3	**Building Community (Presentation)**
	Ema Shiroma-Chao & Laura Aguirre – Breaking Barriers: Newcomer Workforce Integration
	Devine Prince - Fighting for Inclusion in Trump's America
Session 4	**Policy, Research & Ethics (TBC)**
	Martine St-Louis (virtual) - Canada's Black Justice Strategy

Session 5	**Details Coming Soon**
Session 6	**Details Coming Soon**
10:55 a.m. - 11:30 a.m.	**Networking**
11:31 a.m. - 12:00 p.m.	**Closing Remarks**