



# ALBERTA EDUCATION HEALTH AND SAFETY ASSOCIATION (AEHSA) CONFERENCE

Expect the Unexpected!  
October 3<sup>rd</sup> & 4<sup>th</sup> 2017

Black Knight Inn  
2929-50<sup>th</sup> Ave  
Red Deer, Alberta  
1-403-343-7669

# Welcome

Welcome to all delegates to the annual **Alberta Education Health and Safety Association (AEHSA)** 2017 Conference. AEHSA is a non-profit organization incorporated in May 2001. Our members are an engaged community of professionals involved in supporting health and safety program development and implementation within Alberta's education sector. Our network and services extend to all of Alberta's educational institutions from charter schools to universities. As a Partner in Injury Reduction (PIR), we are committed to a leadership role in education health and safety. We work proactively to improve health and safety in both the working and learning environment by providing relevant and education specific information to members through newsletters, our and professional conferences.

## Mission

The mission of the **Alberta Education Health and Safety Association (AEHSA)** is to promote safe and healthy working and learning environments and the building of effective health and safety management systems in Alberta school boards, colleges and universities. This is accomplished through leadership, sharing of best practices and provision of comprehensive health and safety resources.

## Vision

Our vision is to have safe, healthy and injury-free working and learning environments through the application of effective and continually improving health and safety systems.

## Values

- Everyone has the right to a safe and healthy working and learning environment.
- Injuries and illness are preventable.
- Health and safety is a shared responsibility.
- Commitment to timely provision of resources and inspiring others to action.
- Collaboration, shared expertise and continuous improvement.



## Tuesday, October 3<sup>rd</sup>, 2017

**7:30am-8:30am** | **Coffee/Breakfast**

**8:30am-8:35am**

**Opening Remarks**

*Lisa Johnston, AEHSA President*

*Linden Lonsberry, Past AEHSA President*

**8:35am-9:15am**

**Opening Exercise**

*Karen Sochatsky, Membership Director*

*Ashley Hughes, College/University Representative*

Delegate introductions, have your business cards ready!

**9:15am-10:15am**

**Threat Assessment and Management**

*Darren Balsom, Calgary Police Service*

This presentation will review the Calgary Police Service's Behavioural Sciences Unit (BSU), the role they play within the Calgary Police Service, and how BSU works in partnership with our community partners (school boards and post-secondary). The presentation will conclude with a vetted case study demonstrating the important role threat assessment plays in a criminal investigation, protecting schools and safeguarding the community.

**10:15am-10:30am**

**Networking Break**

**10:30am-11:00am**

**Using Hazard Assessments as Tools to Manage Institutional Operations**

*Ryan White, MacEwan University*

This presentation will look at a process for relating hazard assessment and risk ranking, to institutional risk criteria and decision thresholds.

**11:00am-11:30am**

**eCompliance Hazard Assessment Q & A**

*Stacey Silva, eCompliance*

Do you have questions about the eCompliance Hazard Assessment Tool or what other features eCompliance has to offer?

This is your chance to speak with an eCompliance Success Coach and ask questions about the free version of the Hazard Assessment Module as well as see a sneak peak at other features.

I welcome you to seek me out during breaks and lunch to answer questions or offer advice.

**11:30am-12:00pm** | **News from Partnerships and the Government of Alberta**  
*Ian Hooper, Government of Alberta*

**12:00pm-1:00pm** | **Lunch**

**1:00pm-1:45pm** | **Communication Strategies During a Crisis**  
*Adam Conway, University of Alberta*

An overview of best practices, tools, techniques (and lessons learned the hard way) for communication with your community before, during, and after a crisis.

**1:45pm-2:30pm** | **Response to OS Longman Building Flood**  
*Sandra Coventry, Government of Alberta*  
*Doug Forge, Government of Alberta*

The session will describe the safety, facilities management and business continuity issues and lessons learned when a 6 inch water main flooded the basement of a laboratory building. The main switchgear was damaged requiring a series of decisions to be made to preserve laboratory equipment, materials and samples and restore work for over 100 staff.

**2:30pm-2:45pm** | **Networking Break**

**2:45pm-3:30pm** | **AHS – Psychosocial Preparedness, Response and Recovery in Schools: Hubs of Community**  
*Catharine McFee, Alberta Health Services*  
*Carla Kembel, Alberta Health Services*

Natural and social disasters can be a difficult and challenging time for children, families and communities. Although these events are often unpredictable, communities and schools can have some control over how they respond and over the kind of resources and supports that they can provide after a disaster. The workshop will provide participants with information about a psychosocial approach to response and recovery, and about helping families and communities regain a sense of safety, hope, and self- and community- efficacy. The session will also emphasize the importance of social connections (social capital), while helping to promote healing and self care.

**3:30pm-4:30pm**

**Tales of an Evacuation Center – The 2016  
Fort McMurray Fire**

*Kirsten Hayne, Brownlee LLP*

Due to their resources and accessibility, schools are often identified as a safe haven when external crisis occurs. In May, 2016, Canada experienced one of its largest scale natural disasters in its history with the Fort McMurray fire and evacuation. For 30 days, Northlands' campus in Edmonton literally became the home and refuge for tens of thousands of evacuees. Hear from Kirsten Hayne, former Vice President of People Services & General Counsel for Northlands (now Education and Labour/Employment lawyer at Brownlee LLP), regarding the evacuation and disaster recovery experience from a venue and people perspective. Kirsten will share her perspective regarding the immediate response measures taken at the Edmonton EXPO Centre, shifting gears into a long-term response, and the impact upon staff and volunteers. This is a great opportunity to learn from the successes and challenges of others to review and refine your Emergency Response plans and strategies.

**7:00pm-10:00pm**

**President's Meet and Greet**

Meet the board of directors, network, and liaise with sponsors.

Cash Bar and light snacks available.

Wednesday, October 4<sup>th</sup>, 2017

- 6:00am-6:45am** | **Yoga**
- 7:00am-8:10am** | **Coffee/Breakfast**
- 8:10am-8:15am** | **Welcome and Keynote Introduction**  
*Lisa Johnston, AEHSA President*  
*Linden Lonsberry, Past AEHSA President*
- 8:15am-9:15am** | **Keynote- Safety Leadership**  
*Kevin Burns, Zero Speak Corporation*

The biggest hurdle for any organization to overcome is to constantly find new ways to keep engaged in safety. When people buy-in and improve their personal leadership capacity in safety, the need for rules enforcement disappears. When employees develop their own personal leadership skills, they make better choices. That allows you to focus your efforts on the positive side of safety - the rewards of doing it right instead of the consequences and threats of doing it wrong.

In "*Trust The Process: Strategies to Becoming a Safety Leader*," Kevin offers ten points of safety leadership. This session is focused on building on positives and improving resilience. Kevin uses stories, laughter and high-energy to prove that safety can be fun, rewarding and engaging.

**9:15am-9:30am** | **Networking Break**

Share a success story about emergency management from you institution!

**9:30am-10:00am** | **Field Communication**  
*Alex Drummond, University of Alberta*

Meeting OH&S communication requirements has been a challenge for field researchers especially for those in areas where there is no or poor cellular coverage. This is of particular concern when research protocols call for a field worker to be alone in a remote site. The University of Alberta Field Research Office in the Environmental Health and Safety department has developed a number of tools and protocols to assist researchers to meet UH&S requirements and to provide safe and effective communication for field workers. This talk will briefly discuss the background of UofA field communications and discuss the resources available for field researchers to safely and effectively communicate.

**10:00am-11:00am** | **Panel Discussion – Emergency Management: Lessons Learned**  
*Brad Ison, Government of Alberta*  
*Daryl Black, Exigent Inc.*  
*Hour Zero*

**11:00am-11:15am** | **Networking Break**

**11:15am-12:00pm** | **AEMA – ICS 100 Intro**  
*Brad Ison, Government of Alberta*

The Incident Command System is a standardized management system used to organize and manage a scalable response to emergency incidents of any magnitude. It is intended for people who may be assigned to incidents in non-supervisory roles and as a prerequisite for students continuing on through other levels.

**12:00pm-1:00pm** | **Lunch**

**1:00pm-1:30pm** | **Annual General Meeting**  
*Lisa Johnston, AEHSA President*

**1:30pm-2:00pm** | **Hour Zero – Table Top**

**2:00pm-2:15pm** | **Networking Break**

**2:15pm-3:15pm** | **Leading Through Crisis: How to be the Leader You Would Want**  
*Darryl Black, Incident Leadership Canada Inc.*

Have you ever wondered where to start when it comes to developing your leadership skills? What about how to improve them?

A leader is there to support the team and connect with the individuals on the team. In this session, we'll discuss a simple question to ask yourself at the end of day to incrementally improve your leadership, four behaviours that will allow you to connect with team members while avoiding the behaviours that drive teams apart.

**3:15pm-3:30pm** | **Closing Comments**  
*Lisa Johnston, AEHSA President*

## **Speakers**

### **Adam Conway**

Adam has been the Team Lead of Emergency Management at the University of Alberta since 2010 and the team lead for Safety Implementation and Collaboration since 2015. He is responsible for the University's readiness for a major emergency, including reduction, readiness, response, and recovery, as well as, the integration of safety tools into workplaces. Adam has been an emergency manager since 1999, first with the Canadian Red Cross Society for 6 years, then with the provincial EMO in Alberta, the Alberta Emergency Management Agency for 4 years. He has responded in a variety of roles such as floods, fires, tornadoes, chemical releases, shootings, and humanitarian crises. In his spare time he is a father, a husband, and an enthusiastic member of the performing arts in Edmonton.

### **Alex Drummond**

Alex has been involved with field research safety and due diligence for well over a decade. He resides in the Department of Renewable Resources, a field intensive department where he is responsible for facilitating and reviewing all aspects of field safety. He sits on the University Field Research Advisory and is chair of the Faculty of Agricultural, Life and Environmental Sciences health and safety committee.

### **Brad Ison**

Since joining the Alberta Emergency Management Agency (AEMA) in 2011, Brad has been involved in responding to and recovering from some of Alberta's most devastating disasters including the Slave Lake fires, southern Alberta floods, and the Wood Buffalo fire. During provincial response activities, Brad acts as an Operations Section Chief within the Provincial Operations Centre. During his regular work hours he is the chair of the Incident Command System (ICS) Alberta committee and serves as the provincial representative for ICS Canada. Brad is currently the Director of Learning Design and Stakeholder Relations for AEMA where he is happy to no longer assess disaster damage by wading through flooded basements and saturated livestock pastures.

### **Carla Kembel, MSW, RSW**

Carla is currently employed with Alberta Health Services – Provincial Addiction and Mental Health as a Mental Health Promotion Facilitator. In previous clinical and health promotion roles, she assisted in developing and delivering community psychosocial disaster response and recovery supports/resources in Canmore following the 2013 Southern Alberta floods, and in Fort McMurray following the 2016 wildfire. She facilitates education and training for disaster preparedness, response and recovery. Carla has 21 years of experience in the field of social work, across not-for-profit, provincial government, health care and post-secondary education sectors.



### **Catharine McFee MSW, RSW**

Catharine is presently employed as a Health Promotion Facilitator with Alberta Health Services. For an 18-month period following the 2013 floods in southern Alberta, Catharine was the Area Coordinator with Rural Addiction and Mental Health in High River, Alberta. She collaborated extensively with community members, the Town of High River, and the provincial government to meet the complex psychosocial needs of residents in High River after the flood. Catharine is part of the Psychosocial Disaster Network (PDN) which provides ongoing education/training and resource sharing in disaster preparedness, response and recovery. She brings over 35 years' experience as a Social Worker with provincial government and as a leader in the not-for-profit rehabilitation and health care sector.

### **Darren Balsom**

Darren Balsom has been a Threat Assessment Specialist with the Calgary Police Service for the past 5 years and is currently assigned to the Behavioural Sciences Unit (BSU). Prior to BSU Darren has worked in the High Risk Offender Program, Serious Habitual Offender Program and general analysis section. Darren held a contract with the Correctional Services of Canada for 16 years offering a Sexual Offender treatment program and conducting risk assessments program for parole eligibility and currently facilitates an offender management/reintegration program with the Calgary John Howard Society. Darren is a certified by the RCMP as a Threat Assessment and Management Specialist.

Darren is a professional member of ASIS International, The Association of Treatment of Sexual Abusers, The Association of Threat Assessment Professionals and is on the Board of Directors of the Canadian Association of Threat Assessment Professionals (CATAP).

Darren has conducted Threat and Risk Assessment training to various government and non governmental agencies such as the Parole Board of Canada, the Correctional Services of Canada, Alberta Child and Family Services, the Calgary Police Service Child Abuse Unit, Calgary Catholic School Board, the Calgary John Howard Society, the Circles of Support and Accountability and the RCMP.

Darren is a graduate of the psychology and criminology programs of Memorial University of Newfoundland.

## **Darryl Black**

Daryl is a sought-after presenter and teacher throughout Canada, the U.S., Australia and New Zealand specializing in leadership and human factors in high risk environments. Through his experience in leadership in these very chaotic times and circumstances some of the questions he tries to answer include how do we communicate effectively, especially with distributed teams? How do we manage stress? How do we build a team from a group that doesn't know each other? How do we gather and circulate information? How do we bring out the best in ourselves and our team in one of the most challenging times of their lives? Daryl believes the answer to these questions lies in leadership. Not just any leadership but specifically crisis leadership. He recognizes that successful navigation through crisis isn't about the technical factor, mechanical factor or financial factor. It is, always has been and always will be about the human factor. Crisis it's not about what is happening; it is about who it is happening to.

## **Doug Forge**

Doug Forge is part of the two person Agriculture & Forestry Emergency Management Section. Their responsibilities include Emergency Management (ie. Animal Disaster Response Plan), Business Continuity and Crisis Management.

He joined ARD in March 2012, after spending 7 years with the Alberta Emergency Management Agency as a planner and plans section chief. While there, he was involved with major floods, well blowouts, train wrecks, pandemics, wildfires and the Slave Lake fire and response.

## **Ian Hooper**

Ian is the Director of Partnerships in Injury Reduction (Partnerships) of Alberta Labour. Ian has been with the Partnerships program for over 14 years. Before becoming the Director, he was a Partnerships Consultant and specialized in working with Certifying Partners in the areas of quality assurance and the development of program standards.

## **Kevin Burns**

Kevin Burns is a management consultant, international thought-leader in workplace safety, and a speaker based in Calgary, Alberta, Canada. He is the CEO of ZeroSpeak Corporation and principal consultant at M4 Management Consultants.

Kevin has authored ten books on human performance and safety, including his most recent release, *PeopleWork: The Human Touch in Workplace Safety*.

Whether it's addressing frontline workers at safety meetings, speaking at international safety conferences, or consulting with management and safety teams to improve safety culture, Kevin brings a collaborative, people-based approach to safety. His *PeopleWork blog* is a go-to reference for the latest in workplace safety management.

## **Kirsten Hayne**

Many leaders, especially those in Human Resources, will tell you that 20% of the people consume 80% of their time. Kirsten likes to help her clients flip that statistic by working *on* their business instead of *in* it. Kirsten is an experienced Labour & Employment and Education lawyer with a unique background in executive management meaning she knows how to take theory into practice. Although she's always there to help if you get into trouble, Kirsten prefers to support her clients with proactive strategies, policy/process development and professional learning opportunities. She works with Management in both unionized and non-union workplaces, and has experience with employers of all types and sizes including large corporations, small family businesses, municipalities, school boards and not-for-profits.

Kirsten learned these skills in the trenches – she spent 5 years at Northlands, a 139-year old not-for-profit company that was home to the Edmonton Oilers, the Canadian Finals Rodeo, horse racing, K-Days and western Canada's largest conference centre.

As Vice President of People Services & General Counsel, Kirsten oversaw the legal affairs of the company as well as led 2,200 employees and 1,500 volunteers through everything from strategic initiatives to operational matters. Whether Boardroom politics or bucking bulls, Kirsten has seen it all.

## **Ryan White**

Ryan is a member of MacEwan University's Health, Safety & Environment team, responsible for the development and administration of the University's Health, Safety & Environment program. Ryan has held a variety of rolls throughout his career, ranging from utility operations and maintenance, to health and safety management in the public and post secondary sectors.

### **Sandra Coventry**

Sandra is a health and safety professional with 30 years experience working in high hazard work environments. She has worked with commercial building prime contractors, municipal operations, and currently with the Government of Alberta since 2004. She works with internal and external clients to develop, maintain, and measure internal health and safety responsibility systems and management systems. The facilities scope includes over 400 facility locations in Alberta and a commercial fleet of 1000 units.

Sandra supports new OHS practitioners through facilitation at the U of A Extension Program, OHS Certificate.

### **Stacey Silva**

Stacey is a Senior Success Coach at eCompliance and is responsible for ensuring her clients are successful when adopting the eCompliance safety management system and supporting change management within the organization. Her exposure to harmful chemicals during her previous medical career sparked her passion for safety and the right to refuse unsafe work, especially in under regulated industries.

## Registration

Registration fees include breakfast, lunch and refreshments.  
**Please register online**

[Click here](#)

Or go to [www.AEHSA.org](http://www.AEHSA.org)

Registration Deadline: **September 30, 2017**

### Registration Fees:

<i>Early Bird</i> (Members Only) by August 31.....	\$200.00
Full Conference -Members .....	\$250.00
Full Conference- Non-Members.....	\$350.00
One Day (Oct 5) Members .....	\$125.00
One Day (Oct 5) Non-Members.....	\$175.00

**Hotel Conference Rate: 1-800-661-8793**

**This is a Scent Aware Event. Please refrain from wearing perfumes or scented personal care products**

For further information contact

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NOTE: Membership fees can be paid online at [www.aehsa.org](http://www.aehsa.org) and must be paid separately.

**If paying by cheque make payable to AEHSA.**

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