

Panel Discussion: Diversity in the Workplace

All companies face challenges supporting and maintaining a productive, diverse workforce. From recruiting to retaining staff, all sizes of businesses can struggle with diversity and inclusivity. This panel brings together representatives from Manitoba Hydro, Lafarge, and Teshmont Consultants to discuss the issues and share their experiences and successes.

The panel includes companies which were named as *Canada's Best Diversity Employers* in 2015. Now entering its ninth year, *Canada's Best Diversity Employers* recognizes employers across Canada that have exceptional workplace diversity and inclusiveness programs, recognizing successful diversity initiatives in a variety of areas.

Panel: Dwain Barron – Manitoba Hydro, Lindsay de Vetten – Lafarge Canada Inc., Robyn Koropatnick – Teshmont Consultants. Moderated by Michael MacKay, EIT.

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Michael MacKay is an Electrical Engineer-in-Training with KGS Group where his professional practice is focused on hydroelectric, industrial and municipal projects. Michael's past work experience includes management roles with his family's finance business, and oil and gas production engineering for EnCana in Calgary and Northeastern BC. Michael graduated from the University of Manitoba with his degree in Electrical Engineering. Michael currently sits on three committees with the Association of Consulting Engineering Companies of Manitoba.

Dwain Barron is the Employment Services Supervisor in the Recruitment & Diversity Department at Manitoba Hydro. Dwain has worked in a variety of HR roles and capacities during his 35 years with the company, and in his current role, is responsible for leading the employment team and overseeing the recruitment function for the corporation. This includes the recruitment and administration associated with all large scale technical trades training and professional development programs. Dwain is also the Chair of Manitoba Hydro's Steering Committees for their Engineer-in-Training (EIT) and Internationally-Educated Engineer (IEE) Professional Development Programs, and he is a proud promoter of diversity and inclusion at Manitoba Hydro.

Lindsay de Vetten currently holds the position of Human Resources Coordinator at Lafarge Canada Inc. Her experience spans a variety of areas, including: employee wellness, employer branding, training program development, employee onboarding, and data analysis. At Lafarge, enhancing the presence of women within leadership roles is a key objective. To help assess company progress, Lindsay developed a diversity dashboard that analyzes the Lafarge population on several diversity metrics at the Western Canada level, and within each of its sub-geographies.

Lindsay holds two Bachelor's Degrees from the University of Lethbridge: a B.Sc. in Psychology & Neuroscience, and a B.Mgmt in

TECHNICAL PROGRAM

Human Resources and Labour Relations. She is currently pursuing a Certificate in Adult Learning specializing in Workplace Learning through the University of Calgary.

Robyn Koropatnick, P.Eng. FEC, is Vice President, Business Development at Teshmont Consultants. Robyn is responsible for leading marketing and business development activities to meet Teshmont's strategic growth and development targets. She has been with Teshmont for 18 years and has been involved in numerous projects including acting as resident Project Manager based in Kuala Lumpur, Malaysia when Teshmont had been retained as Owner's Engineer for the Sarawak to Peninsular Malaysia HVDC Interconnection Project. Teshmont's diverse engineering workforce has supplied engineering services on some of the largest high voltage transmission systems in the world, to over 300 clients in more than 40 countries.