E.McAllister Consulting Services Resource Map
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The following is a Resource Map which will be used by E.McAllister Consulting Services while conducting field work. For each site/field season an re-assessment of the Resource Map will be conducted to assess the efficacy, and updates required. An evaluation by user groups will also be conducted to help improve efforts and identify any gaps in the future.

An early identified difficulty in implementing these measures relates to working on work sites where another company may have differing programs that conflict. In this case I will partner with local agencies that can aid in lobbying for the inclusion of these services.

Mentoring:
Mentoring can be achieved as both informal and formal methods.

- On-boarding: A prepared document that helps navigate consulting and site specific information (how to invoice, tracking time, site specific safety and walk through).
- Creating a buddy system and linking new team members with more seasoned members to help navigate the nuances of the consulting world.
- Assisting new team members (especially early career professionals) in identifying their current mentors and connecting them with those who they would be interested in having a mentor/mentee relationship.
- Aid in connecting early career team members with: societies, resources, and webinar series that would be helpful and of assistance.
- Establish team check-ins (working to create a time frame that works best for the team based off frequency and duration)
- Informal one on one meetings: if able to conduct off-site as a lunch or coffee break, get out of the office and connect.

Professional Development:
Working to develop the team and talent, to create a strong and diverse workforce.

- Via Mentorship section develop a PD plan for team members with quarterly check-ins to update and revise based on interests and progress.
- Identify skill sets, and create a list of skill sets to develop, with rationale.
- Creating work schedules allowing for attending: conferences, site tours/visits, training modules, online courses.
- Establish a Lunch and Learn series. Allowing team members to become champions for topics (examples: QAQC, new discoveries, new technologies, health and safety) Intention to help develop presentation skills and disseminate information to the team at large.
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- Active succession planning: working to identify movement through the program, and training in various roles, to create a well rounded team who is able to move up through various roles.

Resources:
The 2021 summer field season will be occurring in North Eastern Ontario. The following resources are external community resources that are specific to this area. Each year they will be updated accordingly. This section includes: community resources, networking, health resources and mental health resources.

Community:
- Black Lives Matter Sudbury (BLMS): As a current member/volunteer for BLMS I am aware of the many community events to help build inclusivity and visibility of the BIPOC community. Most allow events allow for virtual participation and is a great hub for community support. The team collaborates with other community groups in Northern Ontario that are strong allies.
  A list of upcoming events can be found: [http://blmsudbury.ca/events-2/](http://blmsudbury.ca/events-2/)
  A list of support resources in the Sudbury area can be found: [http://blmsudbury.ca/resources-2/](http://blmsudbury.ca/resources-2/)
- ULU is another strong community resource for the BIPOC community in the Sudbury Region

Health Services:
- Sudbury District Public Health Unit: [https://www.phsd.ca](https://www.phsd.ca)
- Porcupine District Health Unit: [https://www.porcupinehu.on.ca/en/](https://www.porcupinehu.on.ca/en/)
- Temiskaming District Health Unit: [https://www.timiskaminghu.com](https://www.timiskaminghu.com)

Health Services for Indigenous Communities

STEM Networking Related Resources:
These are strictly based on interests, and may not all have robust diversity statements, but can be used as networking tools.

Women In Science and Engineering Sudbury Chapter: https://wisesudbury.com
CIM Sudbury https://branches.cim.org/sudbury/
PDAC: https://www.pdac.ca/about-pdac
Diverse Geologists: https://www.diversegeologists.org
Women In Geosciences Canada: https://www.wgcanada.org
Society of Economic Geologists: https://www.segweb.org

Creating Community:
Working in remote camps/communities can be isolating for many people, and it is important for employers and supervisors to find ways to bridge that gap. It can be even more isolating for those in the BIPOC community.

● Creating ways to support the community and social needs of the team. Engage in creating clubs, events, volunteer opportunities, support spiritual and mental health.
● Make sure Code of Conduct Expectations are clear and ensure that any issues are dealt with immediately.

Health and Safety:

● Ensuring supervisors have the tools needed to be a support (refer to supervisor’s toolkit below)
● Removing barriers to work: inclusive list of tools/equipment required and options to create access to those who are beginning and may not have financial access.
● All workplaces will follow all Public Health, and Government Mandates to create a safe and healthy work environment, where required the health and safety protocol created by the team will increase these measures.
● Mental health is health, ensuring that all team members have access to resources to support their needs and the safe place to access this from. This may require having a booking system for office spaces to allow for privacy when in a camp setting.
● Creating a safe inclusive workplace by following a code of conduct.

Supervisor Toolkit:
In addition to the above resources and in recognition that those in supervisory capacity have the greatest amount of responsibility in providing a safe and healthy workplace, the following certificates/training are required to support overall workplace wellness.

The following certificates/courses are required for supervisors(this will be further expanded):

● Mental Health First Aid
● Minimum Standard First Aid CPR C
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- WHIMIS
- Workplace training for Supervisors
  https://www.labour.gov.on.ca/english/hs/training/supervisors.php
- Accessibility for Ontarians with Disabilities Training (AODA)
- Allyship Training
  https://www.phsd.ca/health-topics-programs/health-equity/racial-equity/partnering-to-address-racism/
- List of Resources to support wellness, mental health and community

Judi’s contribution:

Other Resources:

- EAP: many corporations and organizations provide employee assistance for counseling resources through their health plan
- Effective mentor program
- New-employee buddy program.
- Coffee Klatch: informal meetings between new/junior members of an organization with senior leadership to break down barriers to communication, understanding and shared experiences
- Formal onboarding plans with resource materials and checklists
- Affinity Groups and work time allowed to attend groups. Affinity groups self-form but management allows a pre-set amount of administrative time to spend during the workday gathering with groups, putting forth initiatives and/or hosting events.
- Create a “safe room” or safe space for BIPOC to retreat to if necessary during meetings/Zoom meetings. For Zoom meetings, the safe room has a separate link with a password for entry.