



Fast Facts

Raising Awareness

BULLETIN 92 | FRIDAY, JANUARY 31, 2025

Celebrating Black History Month

Black History Month is celebrated every February to recognize the pivotal role Black Canadians have played in shaping our history. It is an important time to reflect not only on the progress made, but also on the challenges that remain.

We encourage our clients and their employees to take time to celebrate the monumental achievements and rich cultural heritage of Black Canadians, and to continue the conversation around diversity, equity, and inclusion. Please see below for a list of resources to share with your employees:

- The non-profit [Amherstburg Freedom Museum](#) showcases artifacts that reveal the historical journey and contributions of African-Canadians.
- The [Ontario Black History Society](#) is an organization in Ontario that is committed to the study, preservation, and promotion of Black History.
- The [Canadian Encyclopedia](#) provides updated and precise information about Black Canadians and their history. It

includes educational resources, along with some videos and photos.

- The [Government of Canada](#) highlights some incredible stories of a few Black Canadians who have made and continue to make enormous contributions to the well-being and prosperity of Canada.

This month, let us commit to take meaningful steps towards equity and inclusivity.

Interested in learning more about workplace inclusivity? Check out our on-demand e-learning programs

Upcoming Training

Why Can't I Just Fire Them?

You can fire them - but it will cost you!

During this practical, interactive workshop, participants will learn how to manage the risks associated with managing difficult employment related matters and possible termination outcomes.

Agenda:

- Employment Standards Act and Common Law
- Managing difficult employment related matters and possible termination outcomes
- Absenteeism, Accommodation and Employees with Mental Health, Drug and Alcohol issues
- Harassment and workplace violence
- Performance related issues
- Grounds for Cause
- Strategies to Minimize Risks

DATE & TIME:

Friday, March 7, 2025

9:00 a.m. - 12:30 p.m.

LOCATION:

Virtual (Zoom)

PRICE:

\$525.00 (+HST)

REGISTER NOW

Essentials of Supervision

HR Performance & Results is pleased to present the Essentials of Supervision workshop series. This six-week workshop is offered in a hybrid model allowing participants to choose to attend in-person at our 151 Ferris Lane office, or virtually via Zoom.

The purpose of our Essentials of Supervision workshop is to assist supervisors in gaining the confidence and knowledge in becoming an effective supervisor and to provide practical tips and strategies for immediate application in their workplaces.

All our workshops are based on adult learning principles: incorporating discussion, individual and group exercises, and lecture style. Each participant will receive a participant manual including tools and resources that can be used as a reference guide when the participant returns to their workplace.

For further information or to register, please contact Nicole Vanderpost, CHRP, at nicole@hrpar.ca.

DATE & TIME:

May 7, 2025 - June 18, 2025

8:30 a.m. - 12:30 p.m.

LOCATION:

Virtual (Zoom)

PRICE:

\$2,500.00 (+HST)

Blog



JANUARY 15, 2025

EMPLOYEE ISSUES

Seasonal Depression in the Workplace: Symptoms and Support

Do you feel down during the winter months? The days are shorter, the holidays have ended, and the weather can be unpredictable and gloomy. It's relatively common to be affected, but for some, it can be far more debilitating. With the emerging focus and recognition of a global mental health crisis, it's critical to identify the factors that may be taking a toll on our workplaces...

— [Read More](#)

Visit Our Website >



LOCATION

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Toronto (416) 987-4163

OFFICE HOURS

Monday - Friday 8:30 AM - 5:00 PM

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