

Safety Scene

Quarterly Newsletter



Inside this edition: Actsafe Injury Prevention Week updates

IT'S OFFICIAL!

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STARTING JULY 6TH

OCCUPATIONAL FIRST AID LEVEL ONE IS BACK!

actsafe[★]
Safety Association

A Message From Actsafes

When we talk about health and safety, we often focus on the physical safety of workers, but for workers to be participative and productive, they also need to feel psychologically safe. Therefore, it is important for organizations to create safe and respectful workplaces and include this in their health and safety programs. Organizations that strive to be inclusive and encourage diversity and equality, while providing accessible work irrespective of the disabilities of workers, have less labour turnover and are more successful in creating a psychologically safe environment.

It is imperative for our industries to provide an environment where bullying, harassment, and discrimination is not tolerated. But how can organizations achieve this? This summer's newsletter has articles that can assist you when creating a more respectful workplace, including articles about accessibility in the workplace, improving cultural HR practices, and how the industries are becoming more respectful. Actsafe is also currently developing an online Anti-Bullying and Harassment course with input from industry working groups which will be launching later in the year.

Actsafes knows the importance of creating a diverse and inclusive workplace, and that is why we have decided to focus this year's Actsafe Injury Prevention (AIP) Week on respectful workplaces. I would like to invite you all to connect with us at our Safety Café, which will be hitting the road during AIP Week, September 20–24, where we will enjoy some coffee, cookies, and conversation with you all around the various topics under respectful workplaces.

Finally, as we move into the hot summer months, I want to remind you all to stay hydrated and avoid extreme heat temperatures where possible. Skip to page 15 for more heat safety tips.

Thank you and be safe.

Manu Nellutla, CCPE, CPHSA.
CEO, Actsafe Safety Association



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Diversity as a Strategy

- Cameron Stockdale, President and CEO, Work Wellness Institute



As we transition out of the global pandemic to new ways of operating against a backdrop of an uncertain global economic outlook, workplaces are implementing strategies to ensure they can continue to conduct business in a rapidly changing environment.

One strategy often touted by organizations is to suggest “we employ people for their skills and talent”, or “we hire the best qualified candidate for the job”. This statement implies that as an organization they have sought talent from a wide and varied pool of candidates, and yet data shows that the 25% of Canadians who are living with a disability are vastly underemployed. The obvious explanation is that companies are selecting candidates from a limited pool of potential employees when trying to find the best candidate. The benefit of focusing on hiring a more diverse and inclusive workforce not only opens companies to a significant untapped workforce and customer base but becomes a clear strategy for organizational growth and resilience.

The [Work Wellness Institute](#) recently completed a research project on organizational readiness to hire and retain individuals with disabilities in the workplace. In this research, the importance of establishing or facilitating work conditions

that contribute to safe, healthy, inclusive, and productive workplaces is clear. There is strong correlational evidence that ‘organizational readiness’ to recruit and retain people with mental health and physical disabilities is associated with underlying values and operational policies and practices closely related to factors that contribute to employee engagement.

Research demonstrates that companies who pay attention to employee wellbeing and building a diverse workforce benefit from higher revenues, are more creative, make better decisions, and outperform competitors.

However, a diverse workforce does not necessarily equate to an inclusive workforce. An inclusive workplace is one where individuals with varying backgrounds and abilities feel welcome, supported, and valued for their contributions. It is a place where people living with visible and invisible disabilities feel safe to disclose their disabilities and have the same access to equal opportunity for advancement as their co-workers.

While many of us have struggled with feelings of isolation due to the pandemic, for those living with disabilities being asked to work from home and feeling isolated from their co-workers was already the norm. Just prior to the pandemic, a 2020 study conducted at Cardiff University in the UK asked those living with disabilities about

their experiences in the workplace. The study uncovered widespread discrimination, negative attitudes by employers and colleagues, and a poor understanding of disability.

While this information is hardly new, those living with disabilities often experience that disclosing a disability will lead to their job application being filtered out.

For successful candidates that make it through the interview process, their requests for reasonable accommodation remain unaddressed. The pandemic has highlighted both a need for reform within our society, specifically with regards to disadvantaged communities suffering more economic and employment hardships over the past months, and provided us with a unique opportunity to rethink our approach to diversity and inclusion.

In our research, organizations that had more robust policies and practices conducive to recruitment and retention of people with physical and mental disabilities were also rated highly by employees for

- team functioning,
- organizational support,
- feeling valued, and
- leadership uses comprehensive and accountable approaches to facilitating organizational change.

The message is clear. For organizations that want to succeed in our rapidly changing environment you must start investing in the education of your organization's leadership concerning recruitment and retention, including accommodation of people to create a more inclusive and diverse workforce. Organizations can accomplish this by scheduling workshops on diversity and cultural training where the objective is to destigmatize or end unconscious bias around disability. Organizations can also benefit from a comprehensive evaluation of their workplace looking at truly how inclusive they are. Are all washrooms accessible? Do people make thinly veiled comments about mental health issues? Do you talk about inclusivity in your employee onboarding? Once leadership takes a hard look at the organization, building an inclusive culture means that you may need to create new policies or abolish some previous ones entirely.

From a change management perspective simply creating inclusive workplace policies isn't enough. It's crucial that leadership communicate expectations to your workforce and open two-way communication channels asking for feedback. Prioritize discussion of your inclusive workplace efforts in everyday conversation and leaders will start shifting organizational culture and realize the benefit of including people from all walks of life. Only then will you leverage the abilities of the whole workforce to survive and thrive our ever-changing environment.



The professional artists and technicians of IATSE 891 commit to

Reconciliation Equity Diversity Inclusion



IATSE LOCAL 891

Respect [ri'spe]

point of view.
show deferenti
in esteem

Respectful Workplaces and IDEA

- Dr. Grégoire Gagnon, Executive Director, CHRC



We look to the near future and welcome the thought of getting back to normal artistic and cultural production! But what of the “normal” parts that we don’t want to come back?

Two things come to mind when we think of improving cultural HR practices for everyone to thrive:

- eliminating workplace harassment, discrimination and violence; and
- fostering inclusion, diversity, equity, and accessibility (IDEA).

Over the last few years, CHRC, the Canada Council for the Arts and the Department of Canadian Heritage teamed up with numerous leaders in the arts community to create a national [Code of Conduct for the Performing Arts](#) and a suite of resources that include videos, an [anti-harassment and violence tool](#) in our HR Management Toolkit, and workshops to create and maintain [Respectful Workplaces in the Arts](#) (RWA). Alongside this work, CHRC

and HR consultants conducted two studies on reporting and investigating mechanisms in the cultural sector as well as the [Labour Market Information Study of the Cultural Labour Force](#). While these studies provide a lot of information on what is and what isn’t working in the sector, the future is encouraging thanks to numerous initiatives and actions towards safer and more respectful workplaces.

We can collectively note how much has changed: we no longer ask “is harassment happening?”, there is a general acknowledgment of “it happens, now let’s eliminate it”.

Federally, [Bill C-65](#) whittles it down to three aspects: **PREVENT**, **RESPOND**, and **SUPPORT**. Even if each aspect has its challenges, there are ways to overcome them.

There are more and more initiatives that address the **PREVENT** aspect and we’ve collectively made strides with the various conversations around the subject. Awareness and shared knowledge are key to this aspect. CHRC’s [RWA workshops](#) are great to bring forward an important baseline understanding of roles and responsibilities for all involved while treating the subjects of discrimination and Human Rights

as workplace considerations. Thanks to the Department of Canadian Heritage, CHRC continues to offer these workshops with its incredible team of [facilitators](#) into 2021-2022. Feel free to [request a workshop](#) for your organization. In many jurisdictions across the country, a proactive approach is expected of establishments.

The **RESPOND** aspect of Bill C-65 is just as crucial as prevention. Imagine how many of today's large-scale scandals or issues being brought forward could have been eliminated much earlier if they had been dealt with at the onset. In many cases (then and now), the recipients of bad behaviour (harassment, discrimination, bullying or violence in the workplace) don't have a mechanism through which to report the wrongdoing. Further, those that should handle the complaint or the investigation are oftentimes not equipped to do so and/or would be faced with investigating someone who happens to be a colleague or friend. Directors, managers and supervisors beware! Expectations and obligations are tightening up on this subject.

Ensure that your organization is equipped with a policy to deal with complaints from intake to investigation to outcome even if the solution is to outsource the entire process.

Gaining investigation skills to address issues (ideally with trauma-informed practices) is a step in the right direction so long as the incumbent has the courage and objectivity to know when to engage, when to not engage and when to disengage with the process. Some help may be found in the recent Association des théâtres francophones du Canada's publication of the [Guide d'appui aux gestionnaires](#) to help managers deal with investigation considerations. The English version will be available soon.

Finally, there is a need to engage in the **SUPPORT** aspect so that all persons affected by a workplace incident or issue will be able to return to work safely and securely.

Truly incorporating the three aspects of Bill C-65 will help to usher in an era of IDEA.

As we rebuild our economy, reset our cultural practices, and rethink our organizational agendas, we must all ask ourselves: what can I do better to ensure an inclusive, diverse, equitable, and accessible work environment and to improve my organizational culture?

While we may be at different starting points in this process, we all need to get to the same point sometime in the future. To get there, we need to start earlier vs later, individually and collectively.

Join CHRC and the [Cross-Sectoral Recovery Roundtables](#) in the discussions on this subject and others. [Join CHRC's membership](#) to benefit from accompaniment in all things HR.

Bullying and harassment is not part of the job.

Employers are required to implement procedures for reporting and responding to bullying and harassment incidents.

Find resources at
worksafebc.com/preventbullying.

WORK SAFE BC

JULY COURSES AND WORKSHOPS



OCCUPATIONAL FIRST AID – LEVEL ONE*

July 6 | July 13

[Register](#)

MOTION PICTURE INDUSTRY ORIENTATION

July 8 – 9 | July 22 – 23

[Register](#)

MOTION PICTURE SAFETY FOR SUPERVISORS

July 12 – 13

[Register](#)

PERFORMING ARTS SAFETY AWARENESS

July 13

[Register](#)

IN THE ERA OF COVID

July 14

[Register](#)

PERFORMING ARTS SAFETY FOR SUPERVISORS

July 20

[Register](#)

PROPANE HEATER SAFETY AWARENESS

July 20

[Register](#)

JOINT HEALTH & SAFETY COMMITTEE FUNDAMENTALS

July 26 – 27

[Register](#)

*OCCUPATIONAL FIRST AID – LEVEL ONE IS BEING DELIVERED IN-PERSON AND WILL BE FOLLOWING ALL PHO GUIDELINES. THEREFORE, WE WILL ONLY BE ACCEPTING SIX PEOPLE PER CLASS.

[Learn more at: actsafe.ca/courses](https://actsafe.ca/courses)



In the Era of **COVID** – Mental Health for the Entertainment Industry

FREE 1-DAY WORKSHOP

**Tuesday
July 14, 2021
9 AM – 5 PM PST**

SEATS AVAILABLE

REGISTER NOW



SAFETY TRAINING FOR THE ENTERTAINMENT INDUSTRY

#AIPWeek2021



ACTSAFE INJURY PREVENTION WEEK

Respectful Workplaces

September 20–24, 2021

A photograph of three people in a modern office setting. A man with a beard, wearing a white shirt, is seated and looking at a document. A woman in a blue and white striped shirt is seated behind him, looking at a laptop. A man in a yellow shirt is seated in a wheelchair, also looking at the laptop. They are all engaged in a collaborative meeting.

ACTSAFE INJURY PREVENTION WEEK IS BACK, SEPTEMBER 20–24, and this year we are focusing on Respectful Workplaces.

What is a respectful workplace? How can we work together to ensure that everyone who works on a production is treated fairly?

Throughout AIP Week, we will be bringing awareness to the challenges that workplaces have in creating a respectful workplace and working together to ensure diversity, inclusion, and respect are achieved in the arts and entertainment industries.

This year's AIP Week will include webinars, resources, and activities. Plus, our **Safety Café** will be back on the road visiting productions for coffee, cookies, and conversation!

**CLICK HERE TO
SUBSCRIBE
FOR AIP WEEK UPDATES!**



Taking the next steps towards respect in the workplace

- Anand Kanna, Manager of Motion Picture Services, Actsae Safety Association



Respectful workplaces. Where was this concept when I was a production assistant?

It seems like the entry level position of production assistant was designed more as a long-term hazing exercise than an opportunity to learn the industry. People just tossing trash or garbage on the ground in front of you and saying, "the PA will clean it up." Respect. Or how about the countless times that we were pulled out of the lunch line at catering and told that "the crew gets their food first." Eh? So, I'm here a couple of hours before everyone else, must clean up after everyone else, need to stay until everyone else is gone, and I'm not considered a crew member? Respect. Or how about the time that the production planned this lavish Christmas party for the crew, complete with fancy invites and gifts, and we, as a group of production assistants, were told by the

production manager that we weren't invited and if we showed up, we wouldn't be welcome on the production after the holiday break. All this happened to me, and on the same production! Respect? Yeah, whatever.

Things got better as I climbed the ranks of the locations department. Respect for fellow workers was always an afterthought, but ultimately people did start to work together, the egos subsided, and we all became a family. Or military unit, going to war. Take your pick. And you might say that there should be a certain level of respect granted to those that have been in the industry long enough to climb to the top of the ladder. Yes, there's a hierarchy on set, and sure, that exists in every industry, but I feel that people in our industry take advantage of their positions and disrespect those in the lower ranks and in other departments more so than in other industries. But why?

Those experiences that entry level workers such as production assistants and camera

assistants go through were always dismissed as “paying your dues”, and it seems that it’s every other department’s responsibility to put those entry level workers through the gauntlet. But why do “dues” need to be paid in THAT way? Shouldn’t dues be paid by working hard, gaining experience, and showing competency?

This concept of respectful workplaces is something that the industry could have been enlightened on 25 years ago, but it is great to see that things are beginning to change, and that respect is coming to the forefront of the conversation.

The new generation of production management, who may have endured similar experiences to me, understand the need to move to a more inclusive, respectful workplace, and are aware of how this helps the collective mental health of everyone on our crews. This influx of new blood has helped immensely. Additionally, we’re talking about respectful workplaces a lot more in the past year or so than we did in the past 50 years combined! It is no longer acceptable to respond with “that’s the way it’s always been,” so there is less tolerance of this type of behaviour. But have these changes made our workplaces more respectful? Has the conversation made an impact? Slowly but surely, it has. But we have a long way to go. And it is time for us to take the next step for the industry.



It is sad to admit that we still need to teach people how to be respectful to one another but giving everyone a basic level of understanding on what a respectful workplace is will be integral for our industry to move in this direction.

Education and simply talking to each other about these issues can go a long way in breaking down the barriers that have been built in achieving a respectful workplace.

That is one reason why Actsafe is launching an Anti-Bullying and Harassment course later in the year. This course will teach you the basics about how diverse we all are and how we can make everyone more included at work. I also recommend MPPIA’s slate of offerings around diversity and inclusion.

You might be saying to me that after 25 years, the hazing of production assistants has ended, and we have come a lot further than I know when it comes to respectful workplaces. Ok, sure. But let me ask you this; if we’re talking about this now, has it really gone as far as it should? And, if we’re talking about this now, then we’ve got a long way to go.

Keep an eye out for Actsafe's Anti-Bullying and Harassment course coming late summer!





Accessibility at Actsafe

Accessibility is one of Actsafe's core values. These are the first few steps we are taking to help improve the accessibility of our resources, courses, and our industries:

In June, we had our first ASL-interpreted Motion Picture Industry Orientation Course. We are currently scheduling more ASL-interpreted courses for the rest of the year, so watch this space!

An update for Actsafe's online Motion Picture General Safety Awareness course is on the way, bringing with it support to make it close to WCGA 2.1 Level AA accessible, which includes changing colours of on-screen elements, subtitling, keyboard navigation support, and adding screen reading capability.

The Actsafe office is currently being updated to make it more accessible. Our front and back doors can now be opened using accessibility buttons to ensure ease-of-access to all our visitors. A wheelchair ramp to our office is already in place.

Our website now features an accessibility tool. This tool allows users to choose how they interact with our website. Features include: text size, light background, high contrast, and more.

We are always looking for new ways to improve our processes. If you have any suggestions for how we can improve our accessibility further, please email info@actsafe.

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LEARN MORE.



Actsafes Safety Association, with support from the BC Arts Council, has licensed a new course from go2HR – BSAFE™. If you are from the **arts and culture sector**, this course is an ideal tool to introduce the COVID safety concepts to your front of house and volunteer workforce.

BSAFE is a 90-minute, online course oriented toward staff in BC's tourism and hospitality industry. The training aims to provide with employees and managers with a strong foundation in COVID-19 health and safety protocols, and to assist them in understanding ever-evolving best practices. Upon successful completion of the course, participants are awarded a certificate that demonstrates their knowledge of and commitment to COVID-19 health and safety.

BSAFE is comprised of five modules that cover a variety of topics to give you a foundational understanding of COVID-19 health and safety protocols as well as tips on handling non-compliance.

Module 1: Understanding the Legal Context for COVID-19

Module 2: Keep Yourself and Others Safe

Module 3: Keeping Records

Module 4: Communicating Effectively with Your Team and Guests

Module 5: Responding to Challenging Interactions (scenarios)

To register, select the sector/organization that you are a part of:

Arts and Culture

Music BC

Creative BC

WORKING IN EXTREME HOT CONDITIONS

It is officially summer here in British Columbia, and this can only mean one thing – sun!

Although most of us enjoy the warm weather, this also means outdoor working conditions can get hot, uncomfortable, and unfortunately smoky due to the wildfires our province experiences. Here are some precautions we must take to ensure we stay safe and healthy when working in the heat and in the smoke-filled air.



HYDRATE.

Workers should drink a cup of water every 15 to 20 minutes, even if they are not thirsty, to reduce the likelihood of dehydration.



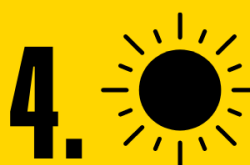
SHADE.

Provide areas of shade to shield workers from the sun's rays. Pop-up tents, buildings, and trees are some examples.



RECOGNIZE SYMPTOMS.

Education and training about heat-related illnesses should be given to workers to help recognize symptoms and seek timely first aid and medical help.



OUTDOORS.

Where possible, try and reduce the amount of time outdoors. Try and schedule less demanding tasks between 11am–4pm when the sun's rays are strongest.



WILDFIRE SMOKE.

In wildfire smoke, use a properly fit-tested, half-face respirator to reduce exposure.

Find Actsafe's
'Working in Extreme Hot
Temperature' bulletin and
more heat-related
resources here





An Actsafe Safety Association production

Directed by
Produced by
Visual Effects
Assistant Editors

Manu Nellutla
Jennifer Lane
Gaurav Gupta
Anna Balliet
Natalli Dias
Will Heller
Harnak Lalli
Don Parman
Carolyn Stewart
Lisa Wild

Cast

Contributors

Grégoire Gagnon
Anand Kanna
Cameron Stockdale

Coming Up Next

Safety Scene Fall Edition: **Working Alone**

Casting Call

Would you like to contribute to Actsafe's next edition? If so, send us your:

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For more information contact Jennifer
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Actsafes is the health and safety association supporting British Columbia's arts and entertainment industries by providing resources, training and advisory services.

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Actsafes is supporting BIPOC TV and Film by donating all revenue generated from the advertisements in 2021's quarterly newsletters to this incredible association.

BIPOC TV & FILM

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Or connect with us here



Actsafes Safety Association would like to acknowledge and honour that our workplace and classrooms are located on the traditional, ancestral and unceded territory of the Skwxwú7mesh (Squamish), S'ólh (Stó:lō), Qayqayt (Qayqayt), sə́lilwətaʔ (Tsleil-Waututh) and Stz'uminus (Stz'uminus) peoples.



Actsafes is proud to have achieved the Gold Level Certification in SFU's Sustainable Spaces Program. The Actsafes team was awarded this certification because of their never-ending commitment to their Corporate Social Responsibility initiatives.