



## *2025 Annual Report*

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<https://safetymanagementeducation.com/>

## **1. President's Message**

Given the current geopolitical climate, organizations, whether for profit or not-for-profit continue to experience diverse economic challenges. Nonetheless, it is our intent to position occupational health and safety as the critical, foundational and competitive advantage in Canadian workplaces and post-secondary schools.

Minerva Canada, through the strength of many volunteers, partners and sponsors continues to advance and sustain the importance of health and safety in Canadian post-secondary institutions and many Canadian workplaces.

A number of our continuing initiatives are successful in reaching and influencing post-secondary academia, professional organizations and the public realm through industrial workplaces. The success of our Minerva case study competition is noteworthy and continues to engage a substantial number of participants. The case study competition along with our innovative webinar series and Rising Star awards program is a reflection of the evolution of occupational health and safety and the needs of aspiring leaders of Canadian workplaces.

In reflecting upon the past year, our collective efforts continue to focus upon the following:

- **Certificates** – In collaboration with our Board members, Working Group members and our service providers, we established certificate offerings. One is for health & safety practitioners, specifically an entry level certificate covering the fundamentals of the discipline along with an advanced level. The other basic and advanced level certificates are intended for aspiring or existing managers who oversee health and safety along with operational responsibilities.
- **Webinars** – Our successful webinar program continues to draw a diverse audience in both geographic and experience levels. Between senior leadership and post-secondary students, we make a concerted effort to provide interesting content, engaging speakers and thought provoking 'takeaways' for immediate use in participants' workplaces.
- **Awards** – In collaboration with our awards partners, we have maintained a strong focus on tomorrow's leadership cohort. Award highlights include the participation and support of Signal49 Research (formerly The Conference Board of Canada), the Chemistry Industry Association of Canada, Service Hospitality and Key Media's Canada's Safest Employer awards.
- **Outreach** – The past year has demonstrated increased participation with external parties, potential sponsors and post-secondary students through numerous conferences. Whether in-person or virtual, Minerva's outreach efforts have been greatly appreciated.
- **Learning Forums** – This past year allowed us, like other organizations, to return to the normalcy of in-person events. Even as we are currently planning 2026

Minerva Learning Forums, we are pleased to reflect upon a successful 2025 Learning Forum hosted at the University of Windsor.

It is noteworthy that Minerva Canada has provided educational resources to over 28,000 students, professors, employees and members of professional associations over the past 3 years.

Our ongoing success is a culmination of the dedication, passion and support from our many volunteers from industrial workplaces, government organizations, academic institutions and professional associations. Many of these volunteers serve on our Board of Directors and in our Working Groups. Many of their accomplishments are highlighted in this report.

Lastly, it is imperative to thank and recognize our sponsors whose administrative support, financial assistance and strategic guidance allow us to sustain Minerva Canada and make our various initiatives possible.

Please know that your comments, concerns and recommendations are appreciated by email:

[minerva@safetymanagementeducation.com](mailto:minerva@safetymanagementeducation.com)

Thank you,

Larry Masotti MA, BEd, CRSP  
President  
MINERVA Canada Safety Management Education Inc.

## **2. Minerva launches New Management Certificate Courses and Modules**

In 2025, Minerva Canada successfully launched its four new Management certificate courses on Health and Safety as well as three newly developed modules on Professional Ethics and Conduct, Effective Communications, and Employee Engagement and Effective Committees.

These courses will benefit different industry sectors, especially small to medium size firms. It will also provide opportunities for a micro-credential in Health and Safety to individuals in post-secondary schools and others while preparing them as they enter the workplace.

These unique certificate programs are available on the Bluedrop SkillsPass platform through the Minerva Canada and the Health and Safety Professionals Canada storefronts as well as on the Ontario Society for Professional Engineers learning platform. The new modules can also be found on the learning management systems of post-secondary

schools who have a license to access Minerva's online courses. The following is a description of Minerva's four new certificate courses.

For Managers Level 1 course

The Fundamentals of Health and Safety for Managers – Level 1 course is designed for managers and other leaders to equip them with the essential knowledge and skills to effectively manage health and safety in the workplace. Course consists of 9 self-paced learning online modules with a total of 20-25 hours of engaging content, assignments, resource links and testing. The following modules and topics are included in this course: Introduction to Health and Safety, Hazard and Risk Controls, Legislation Codes and Standards, Mental Health in the Workplace, Leadership and Management Systems, Incident Investigation, Business Case for Safety, Management of Change and Effective Communications.

For Managers Level 2 course

The Fundamentals of Health and Safety for Managers – Level 2 course provides leaders with added learning and tools not covered in Level 1 course and needed to excel and support, maintain the necessary culture of Health and Safety in the workplace. The course consists of 7 new self-paced learning online modules with a total of 15-20 hours of engaging content, assignments, resource links and testing. The following modules and topics are covered in this course: Professional Ethics and Conduct, Human Factors, Incorporating Safety into Design, Health and Wellness, Crisis and Risk Communication, Managing Excellence in Health and Safety and Employee Engagement, Effective Committees.

For Practitioners Level 1 course

The Foundations of Health and Safety for Practitioners – Level 1 course is designed for Health & Safety Managers, Advisors, and other Safety Professionals to enhance their skills in the development and support of Safety Management Systems and other safety programs that reduce workplace incidents and injuries. The course consists of 10 new self-paced learning online modules with a total of 22-27 hours of engaging content, assignments, resource links and testing. The following modules and topics are covered in this course: Introduction to Health and Safety, Hazard Identification, Risk Assessment and Management, Legislation Codes and Standards, Mental Health in the Workplace, Incident Investigation, Incorporating Safety into Design, Business Case for Safety, Professional Ethics and Conduct and Employee Engagement, Effective Committees.

For Practitioners Level 2 course

The Foundations of Health and Safety for Practitioners – Level 2 course for Health and Safety managers, advisors, professionals are designed to further enhance their skills with additional knowledge not covered in the Level 1 course, focusing on creating a strong safety culture and improving health and safety performance in the workplace.

The course consists of 11 new self-paced learning online modules, with a total of 25-30 hours of engaging content, assignments, resource links and testing. The following modules and topics are covered in this course: Leadership and Management Systems, Hazard Identification Part 2, Risk Assessment and Hazard Control Part 2, Codes, Standards and Regulations Part 2, Human Factors, Crisis and Risk Communications, Health and Wellness, Management of Change, Managing Excellence in Health and Safety, Effective Communications, Process Safety Management.

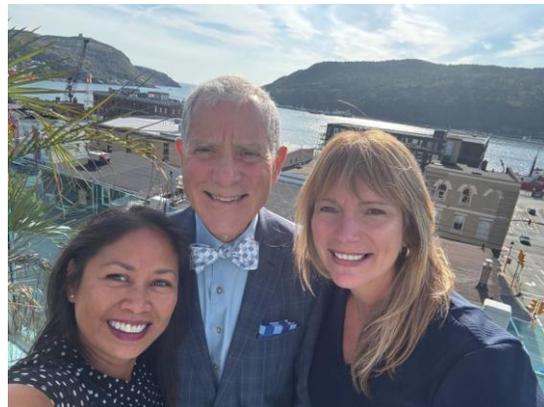
### **3. Bluedrop Storefronts for Minerva online courses**



In continuing Minerva Canada's outreach to all interested parties who seek to better understand and avail themselves to health and safety

information, all of Minerva Canada's nine courses, containing some of its 31 unique modules are available on the Minerva storefront found on the Bluedrop SkillsPass platform. These courses include Minerva's Courses 100-400; an Introductory course used in a 2022-23 pilot training program with over 400 employees as well as the four new Management Certificate courses discussed in the previous section. Minerva has also partnered with Health and Safety Professionals Canada (HSPC) to allow its members to access any of these courses on an HSPC storefront.

While in St. John's, Newfoundland attending the Health and Safety Professionals Canada Conference, Larry Masotti was invited to the Bluedrop ISM head office where he met with Vice President, Account Management Charmaine Freake and Customer Success and Adoption Manager Cheryl Cruz. These



asynchronous learning modules are available on the Minerva storefront by accessing the hyperlink: <https://minervacanada.bluedrop.io/storefront/minervacanada>

#### **4. Minerva's Webinar Series**

Minerva's successful webinar series continued in 2025 that drew praise from speakers, participants and partners alike. We are especially indebted to Signal49 Research for all their assistance and use of their webinar platform. A special word of gratitude is warranted to our entire webinar planning committee chaired by Minerva Board member, Lisa Hallsworth. They worked tirelessly to ensure a very successful and well attended 2025 program.

In 2025, Minerva produced a series of three webinars on Artificial Intelligence (AI) in the Workplace.

Webinar 1 - April 2nd focused on "Building a Safer Future – Empowering Health and Safety with AI in the Workplace". Speakers included Michael Carter from Saint Lawrence College and Justin Bastedo, Founder of Sadie. Denise Stilling from the University of Saskatchewan and a member of Minerva Canada's Working Group moderated the webinar.

Webinar 2 - May 27th focused on "Health and Safety Training's Next Frontier: Aligning AI Innovation with Ethical & Moral Imperatives". Speakers included Dr. Soroush Sabbaghan from the University of Calgary and Tamara Vatcher, CEO of Training Works. Rob Hallsworth, Co-Founder SDS RiskAssist, moderated the webinar.

The graphic is a vertical banner with a blue and white background. On the left, there are three circular headshots of speakers: Krista Thompson, Lisa Hallsworth, and Wendy Tobin. Each headshot is accompanied by their name and credentials. In the center, the text reads 'Register to attend' in a large font, followed by 'FREE WEBINAR' in a smaller font inside a blue box. Below this, the title 'The Hidden Epidemic: Using AI to Address Occupational Disease' is displayed. A QR code is positioned to the right of the title. At the bottom, a calendar icon indicates the date and time: '21 October 2025 1:00PM ET'. The Minerva logo and 'The Conference Board of Canada' logo are at the bottom.

**Krista Thompson, MHSc, ROH, CRSP, OHCOV**

**Lisa Hallsworth, CEO, SDS RiskAssist**

**Wendy Tobin, BSc (Chem), CRSP, Director, Minerva Canada Safety Management Education**

**Register to attend**

**FREE WEBINAR**

**The Hidden Epidemic: Using AI to Address Occupational Disease**

**21 October 2025 1:00PM ET**

**MINERVA** Safety Management Education

**The Conference Board of Canada**

Webinar 3 - October 21st. The webinar focused on the challenges associated with the reporting and training of occupational disease and showcased how Artificial Intelligence (AI) can be used to address these challenges. Speakers included Krista Thompson from the Occupational Health Clinics for Ontario Workers and Lisa Hallsworth, a Minerva Canada Board member and CEO of SDS RiskAssist. Wendy Tobin, another Minerva Board member, moderated the discussions.

Minerva's one-hour webinars were well attended with a total of 540 attendees from the 3 webinars with registrants coming from all Canadian provinces and sixty-two from outside Canada. Retention rates with participants engaged for the full hour remained over 95%. Academia, manufacturing, pharmaceuticals, and Consulting represented about 60% of attendees while about 52% of attendees were from organizations with 500 plus employees. The webinars also provided 340 new leads for Minerva of individuals wanting to learn more about Minerva's educational programs and resource, demonstrating the value attendees see behind Minerva Canada.

### **5. Minerva's Learning Forums**

In coordination with the considerable support of Dr. Jaqueline Stagner, Undergraduate Programs Coordinator Faculty of Engineering and a Minerva Board member, Minerva



hosted a Learning Forum at the University of Windsor. A truly diverse agenda that brought together industry and various academic disciplines including engineering, business, nursing and research. Various topics included psychological safety, violence in the healthcare sector and engineering safety principles.

Minerva Board member Sandro Perruzza provided an overview of the regulatory landscape from the Ontario Society of Professionals Engineers perspective.

Planning is underway for our next Minerva Learning Forum at the University of Calgary which will involve a dedicated engineering pre-forum workshop with various engineering disciplines. Given Minerva's extensive history with the University of Calgary, this event will be both a retrospective and future focused research to practice approach.

## 6. Minerva Student Awards

### 2025 Minerva Rising Star Award

The Minerva Rising Star award recognizes leaders of the future with a demonstrated



commitment to the integration of health and safety. It is open to all post-secondary students as well as recent graduates who have entered the workplace. Nominees must demonstrate a leadership ability to initiate and implement change in an academic or workplace environment related to health and/or safety.

The 2025 Minerva Rising Star award was presented by Minerva President Larry Masotti during the 14th Annual Canada's Safest Employers Awards held at the Metro Toronto Convention Centre. We were pleased to recognize Adam Calderhead of the VETS Group as the recipient of Minerva Canada's Rising Star of the Year 2025.



Pictured above standing: Tony Pasteris, Lynn Smith, Alison Wall, Byron House, Larry Masotti, Jason Boyer, Seated Rob Hallsworth, Lisa Hallsworth, Zachery Hensch and Nikki Wright.

## 2025 Minerva Canada-CIAC Case Study Competition

Minerva was pleased to partner with the Chemistry Industry Association (CIAC), Service Hospitality and Signal49 Research (formerly The Conference Board of Canada) in conducting the 2024-25 Minerva Case Study Competition. The case study “*Triple C Store*” was focused on various Health and Safety related issues and incidents. The three finalists participated in a panel discussion during the March 2025 Signal49 Research virtual conference. We congratulate Milu Thomson Vazhapilly (Lambton College), Boshra Mollaei (Seneca Polytechnic) and Quinn Santoro (Western University) who were announced first, second, third place winners respectively by Kara Edwards, VP CIAC. The case study and a recording of the panel discussion are available on Minerva’s website.

**CASE STUDY  
COMPETITION**

**MINERVA**  
Safety Management Education

**Signal49**  
RESEARCH

Service Hospitality

CHEMISTRY INDUSTRY ASSOCIATION OF CANADA

**SUBMISSION DEADLINE**  
March 27, 2026

**ELIGIBILITY**  
Post-Secondary Students in Canada & Recent Grads\*

**PRIZES**  
\$2,500 in total prizes\*

\*Full details, rules & regulations available at:  
safetymanagementeducation.com/  
minerva-case-study-competition

Scan Here for Full Competition Details

The 2025-26 Minerva Canada case study competition was launched in September 2025 with the three partnering organizations mentioned above. All post-secondary students in Canada as well as students who have graduated in the last two years from a post-secondary school and now in the workplace are eligible to apply for this award. The case study is focused on a merger of two mining companies and Health and Safety issues arising from it.

**Final date for submissions is March 27, 2026.** Winners will be announced at the April 2026 Signal49 Research conference.

## 2025-26 Inter Collegiate Business Competition

Minerva was pleased to return in 2025 as a sponsor of the 2025-26 Inter Collegiate Business Competition (I.C.B.C). I.C.B.C is one of the oldest and most prestigious case competitions in the world, hosted annually by the Smith School of Business at Queen’s. I.C.B.C. attracts top undergraduate business students from around the world to compete in five competition streams (Finance, Accounting, Marketing, HR/Ethics, Business Policy). The entire event is 100% student led and they do an excellent job!

Four of Minerva’s Board members (Wendy Tobin, Daniel Liao, Tony Pasteris and Larry Masotti) participated in the final January 11, 2026 competition.

Wendy and Daniel were judges in the Human Resources / Ethics venue while Larry and Tony addressed Faculty advisors on Health and Safety teaching material that Minerva has available for Business Schools. All four Board members attended the awards banquet where Larry announced the top three winning teams of the Human Resources /Ethics competition.



The winning teams in the HR/Ethics work stream reflect the international makeup of the competition and the quality of the competitors.

Congratulations to the three top winning teams:

First place winner - Julia Liya Zhu and Yingfan Zhu (absent) (Hong Kong Polytechnic University)

Second place winner - Susan Duncan and Marissa Jonn (Okanagan College)

Third place winner - Carolyn Padfield and Jessica Kaszubski (University of Florida)

## **7. Conferences**

### **Health and Safety Professionals Conference – St. John’s, Newfoundland**

In support of Minerva sponsor, the Board of Canadian Registered Safety Professionals, Larry Masotti participated in a panel discussion at the HSPC conference.



The conference also provided opportunities for professional development, networking opportunities and sponsorship exploration. The session was moderated by HSPC President and Minerva Board member Dave Turner.

### **Board of Canadian Registered Safety Professionals National Education Symposium – Fredericton, New Brunswick**



Minerva Canada has participated in the BCRSP’s National Education Symposium on a number of occasions. Due to his role as the BCRSP’s Chair of the Board of Governors, Larry Masotti served both Minerva Canada and the BCRSP at this symposium.

## 8. Minerva Academic Partners

The following post-secondary schools and organizations are currently licensed to access any of Minerva’s online courses and modules:

- University of Toronto, Faculty of Engineering
- University of Calgary, Faculty of Engineering
- University of Windsor, Faculty of Engineering
- Laurentian University, Goodman School of Mines
- University of Saskatchewan, College of Engineering & Professional Development
- Ontario Tech University, Faculty of Engineering & Applied Science
- George Brown College, Angelo DelZotto School of Construction Management and School of Engineering Technologies
- Ontario Society of Professional Engineers – Engineering Academy
- Health and Safety Professionals Canada

## 9. Recognition of Minerva Canada’s Volunteers



The Belleville Chamber of Commerce recognized Lisa and Rob Hallsworth, co-founders of SDS RiskAssist, with the Cornerstone Visionary 2025 Award at a gala event on May 8.

"The VISIONARY award is presented to a Chamber member who has seen an opportunity to revive or create something unique or unprecedented. Their dedication to this vision has resulted in raising the profile of Belleville and has contributed to the overall prosperity of the community."



This distinguished award, issued by the office of the Governor General of Canada, honours individuals who have made exceptional contributions to our country. Larry was recommended for the award by the Canada Safety Council for his dedication to improving health and safety.



Susan Baka, Co-President and VP International of the Toronto Chapter of the Organization of Women in International Trade-Toronto, and Co-VP of Chapter Development for OWIT International, was honoured with the inaugural Excellence in Global Trade Award at the association’s 25th anniversary in November. This award was presented to Susan for achieving outstanding success in international trade. She has demonstrated excellence in expanding markets for businesses, fostering global partnerships, and driving export growth. Through her leadership, innovation, and

commitment, she serves as a role model for others pursuing success in global commerce. One of the founding members of OWIT-Toronto back in 2000, Susan has remained an unwavering advocate, mentor, and highly respected leader in the trade community and a long-time supporter of Minerva Canada.



Minerva Canada celebrates Graeme Norval's continuing contributions to health and safety. His recent recognition by the Canadian Standards Association and the Award of Merit is very well deserved!

It is recognition of all of the work that the Process Safety Community performs, both with the Z-767 standard and every day at work.

## **10. Meet our Board and Volunteers**

We extend a heartfelt thank you to outgoing Board Members; Robert Schulz (University of Calgary), Lynn Smith (General Motors of Canada), Don Petkau (University of Manitoba), Peter Sturm (Sturm Consulting) and Natalie Carscadden (Cambrian & Lambton Colleges).

We welcome our new Board Members: Laurie MacDonald (Rio Tinto), Jacqueline Stagner (University of Windsor), Rick Warlich (General Motors of Canada), Rebecca Chow (BCRSP), Nariman Sepehri (University of Manitoba), Nick Turner (University of Calgary), Sarah Storm (Signal49 Research), and Bob Masterson (Past President – CIAC).

### **Minerva's Board of Directors**

**President:** Larry Masotti – Chair, Board of Canadian Registered Safety Professionals, Workplace Safety & Prevention Services (retired)

**Chair and Past President:** Anthony Pasteris – Retired from Imperial Oil Limited

**Secretary-Treasurer:** Alison Wall – Service Hospitality

**Minerva Meeting Coordinator:** Jason Boyer, Fletcher Wright Associates  
Andrew Cooper – Canadian Society of Safety Engineering (Past President), and  
University of Alberta

Anis Haque – University of Calgary

Bob Masterson – Retired from the Chemical Industry Association of Canada

Bill Holmes – Royal Roads University

Byron House – Bruce Power

Daniel Liao – St. Lawrence College

Dave Turner – Health and Safety Professionals Canada

Dawn Kilkenny – University of Toronto

Jacqueline Stagner – University of Windsor

Jules Arntz-Gray – Ontario Ministry of Labour, Immigration, Training and Skills  
Development

Kim Gould – Canada Post

Laurie MacDonald – Rio Tinto

Lisa Hallsworth – Rillea Technologies

Marc Rosen – University of Ontario Institute of Technology

Marcel Pouliot – IQTC

Michael Wilson – Workplace Safety & Prevention Services

Nariman Sepehri – University of Manitoba

Nick Turner – University of Calgary

Rebecca Chow – Board of Canadian Registered Safety Professionals

Rick Warlich – General Motors

Ron Pelot – Dalhousie University

Sandro Perruzza – Ontario Society of Professional Engineers

Sarah Storm – Signal49 Research

Wendy Tobin – Retired from Corteva Agriscience

### **Minerva's Working Group Members**

Ariel Chan - University of Toronto

Dave Meston – Retired Consultant

Ed Secnik – York University

Gord Winkel – University of Alberta

Lynn Smith – Retired from General Motors of Canada

Manny Marta – Retired from NOVA Chemicals

Natalie Carscadden – Cambrian & Lambton Colleges

Peter Sturm – Sturm Consulting

Seyed Goosheh – Fanshawe College

Shahzad Barghi – Western University

Susan Baka – Bay Communications

Syed Ahmed – Retired from Imperial Oil Limited

Denise Stilling – University of Regina

## **11. We Applaud our Sponsors and Academic Partners**

*It is with deep gratitude that we acknowledge all our current and past sponsors and close working partners.*

Arlanxeo

[www.arlanxeo.com](http://www.arlanxeo.com)

BASF

[www.basf.com](http://www.basf.com)

Bruce Power

[www.brucepower.com](http://www.brucepower.com)

Board of Canadian Registered Safety Professionals

[www.bcrsp.ca](http://www.bcrsp.ca)

Canada Post

[www.canadapost.ca](http://www.canadapost.ca)

Canadian Centre for Occupational Health and Safety

[www.ccohs.ca](http://www.ccohs.ca)

CF Industries

[www.cfindustries.com](http://www.cfindustries.com)

Chemistry Industry Association of Canada

[www.canadianchemistry.ca](http://www.canadianchemistry.ca)

Chemtrade Logistics

[www.chemtradelogistics.com](http://www.chemtradelogistics.com)

Signal49 Research (formerly the Conference Board of Canada)

[www.signal49.ca](http://www.signal49.ca)

Corteva Agriscience

[www.corteva.com](http://www.corteva.com)

DuPont Canada

[www.dupont.com](http://www.dupont.com)

Engineers Canada

[engineerscanada.ca](http://engineerscanada.ca)

ERCO Worldwide

[www.ercoworldwide.com](http://www.ercoworldwide.com)

General Motors of Canada

[www.gmcanada.com](http://www.gmcanada.com)

Glencore's Sudbury Integrated Nickel Operations

[www.sudburyino.ca](http://www.sudburyino.ca)

Health and Safety Professionals Canada (formerly CSSE)

[healthsafetypros.ca](http://healthsafetypros.ca)

H.L. Blachford

[www.blachford.ca](http://www.blachford.ca)

Service Hospitality

[www.servicehospitality.com](http://www.servicehospitality.com)

Imperial Oil

[www.imperialoil.ca](http://www.imperialoil.ca)

Methanex Corporation

[www.methanex.com](http://www.methanex.com)

MIRARCO

[www.mirarco.org](http://www.mirarco.org)

Mitacs

[www.mitacs.ca](http://www.mitacs.ca)

Modern Niagara

[modernniagara.com](http://modernniagara.com)

Nova Chemicals

[www.novachem.com](http://www.novachem.com)

Nova Scotia Department of Labour and Advanced Education

[novascotia.ca/lae/](http://novascotia.ca/lae/)

Ontario Ministry of Labour, Immigration, Training and Skills Development

[www.labour.gov.on.ca](http://www.labour.gov.on.ca)

Rio Tinto

[www.riotinto.com](http://www.riotinto.com)

Trimac Transportation

[www.trimac.com](http://www.trimac.com)

Workplace Safety & Prevention Services

[www.wsps.ca](http://www.wsps.ca)

WorkSafe BC

[www.worksafebc.com](http://www.worksafebc.com)

**University and College Supporters of Learning Forums**  
***Financial and/or In-Kind Support***

University of Alberta

[www.ualberta.ca](http://www.ualberta.ca)

University of British Columbia

[www.ubc.ca](http://www.ubc.ca)

British Columbia Institute of Technology

[www.bcit.ca](http://www.bcit.ca)

Brock University

[www.brocku.ca](http://www.brocku.ca)

University of Calgary

[www.ucalgary.ca](http://www.ucalgary.ca)

Cambrian College

[www.cambriancollege.ca](http://www.cambriancollege.ca)

Carleton University

[carleton.ca](http://carleton.ca)

Conestoga College

[www.conestogac.on.ca](http://www.conestogac.on.ca)

Dalhousie University

[www.dal.ca](http://www.dal.ca)

Fanshawe College

[www.fanshawec.ca](http://www.fanshawec.ca)

Lambton College

[www.lambtoncollege.ca](http://www.lambtoncollege.ca)

Laurentian University

[www.laurentian.ca](http://www.laurentian.ca)

McGill University

[www.mcgill.ca](http://www.mcgill.ca)

Northern Alberta Institute of  
Technology

[www.nait.ca](http://www.nait.ca)

University of Ottawa

[www.uottawa.ca/en](http://www.uottawa.ca/en)

Queen's University

[www.queensu.ca](http://www.queensu.ca)

University of Regina

[www.uregina.ca](http://www.uregina.ca)

Sheridan College

[www.sheridancollege.ca](http://www.sheridancollege.ca)

University of Toronto

[www.utoronto.ca](http://www.utoronto.ca)

Toronto Metropolitan University

[www.torontomu.ca](http://www.torontomu.ca)

University of Waterloo

[uwaterloo.ca](http://uwaterloo.ca)

Western University

[www.uwo.ca](http://www.uwo.ca)

University of Windsor

[www.uwindsor.ca](http://www.uwindsor.ca)

York University

[www.yorku.ca](http://www.yorku.ca)



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