



2024 Annual Report

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1. President's Message

Although many indicators suggest that we are entering a period of economic volatility, we know that the importance of workplace health and safety remains critical in Canadian workplaces. I am pleased to write that 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 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 2025 Minerva Learning Forums, we are pleased to reflect upon a successful 2024 Learning Forum hosted at the University of Toronto.

It is noteworthy that Minerva Canada has provided educational resources to over 20,000 students, 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 recommendation are appreciated by email:

minerva@safetymanagementeducation.com

Thank you,

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

2. Minerva's New Management Certificate Courses

With funding from the Ontario Ministry of Labour, Immigration, Training and Skills Development along with funding from its corporate sponsors, Minerva succeeded in developing four new management certificate courses in Health and Safety. These certificate courses are made up of existing Minerva modules, plus newly developed modules on Professional Ethics and Conduct, Effective Communications, and Employee Engagement and Effective Committees. Minerva partnered with Bluedrop ISM to design these new modules and courses.

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 will be available on the Bluedrop SkillsPass platform through the Minerva Canada and the Health and Safety Professionals Canada storefronts.

For Managers Level 1 course

The Fundamentals of Health and Safety for Managers – Level I 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 I 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 I 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 is 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. These asynchronous learning modules are available on the Minerva storefront by accessing the hyperlink below:

<https://minervacanada.bluedrop.io/storefront/minervacanada>

4. Minerva's Webinar Series

Minerva's successful webinar series continued in 2024 that drew praise from speakers, participants and partners alike. We are especially indebted to the Conference Board of Canada 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 program last year.

In 2024, Minerva produced a series of three webinars on "Worker Well Being in Health and Safety" and a fourth webinar involving a panel discussion with some of our 2024 Rising Star finalists.

Webinar 1 - March 26th focused on "Worker Well Being: What to Consider and how to develop a Sustainable Process"

Speakers included Dr. Kevin Kelloway from Saint Mary's University and Ashley Wood-

Suszko from Purolator Inc. and was moderated by Michael Wilson from Workplace Safety & Prevention Services and is a Minerva Canada Board member.

Webinar 2 - May 28th focused on “Worker Well-Being in Health and Safety – Physical Health Strategies”

Speakers included Natalie Toman from Humber College and Caroline Steinborn from Canada Post and a past Minerva Rising Star winner.

Charmaine Freake from Bluedrop ISM and a Minerva partner hosted the webinar.

Webinar 3 -

September 26th

focused on

“Worker Well-Being in Health and Safety – The Influence of Financial Literacy.”

Speakers included Dr. Julian Barling from Queen’s University and Jennifer Lombardo from Wajax.

Natalie Carscadden, Governor and Secretary of the Board of Canadian Registered Safety Professionals and a Minerva Board member, hosted the webinar.

The graphic is a blue and white promotional poster for a webinar. On the left, three circular headshots of speakers are arranged vertically. To the right of each headshot is their name and title. Further right, the text 'Register to attend' is at the top, followed by 'FREE WEBINAR' in a red box. Below this is the title 'Worker Well-Being in Health and Safety: The Influence of Financial Literacy'. At the bottom right, a calendar icon indicates the date '26 September 2024' and time '1:00PM ET'. Logos for 'MINERVA Safety Management Education' and 'The Conference Board of Canada' are at the bottom.

Register to attend

FREE WEBINAR

Worker Well-Being in Health and Safety: The Influence of Financial Literacy

**26 September 2024
1:00PM ET**

MINERVA
Safety Management Education

The Conference Board of Canada

Dr. Julian Barling, Borden
Chair of Leadership,
Queen's University

Jennifer Lombardo
Health and Wellness Manager
Wajax

**Natalie Carscadden, CCPE,
CRSP**
Occupational Health and
Safety Consultant

Webinar 4 - December 4th focused on “Leadership Insights – Unveiling Minerva’s Rising Stars of 2024 in Safety Management”

Speakers included:

Aliakar Eslamibaladeh – Researcher at Toronto Metropolitan University,

Rafiq Omair – Student and Research Assistant at University of Toronto, and

Nimisha Joseph – BGIS Health and Safety Coordinator.

Nikki Wright, Executive Director of the Board of Canadian Registered Safety Professionals, moderated the panel discussions.

Minerva's one-hour webinars were well attended with an average of 180 registrants that came from all Canadian provinces, one territory and fourteen from outside Canada. Retention rates with participants engaged for the full hour remained high. Organizational leaders represented 55% of attendees while about 50% of attendees were from organizations with 500 plus employees. The webinars also provided 120 new leads for Minerva of individuals wanting to learn more about Minerva's educational programs and resources.

Plans are underway for Minerva's webinars in 2025 focused on *Building a Safer Future – Empowering Health and Safety with AI in the Workplace*. We welcome any of our readers and past webinar participants to advise us of any topics of interest that should be covered in this year's webinar series.

5. Minerva's Learning Forums

As the University of Toronto has always been a strong supporter of Minerva's student programs, it was a pleasure to collaborate University of Toronto Professors and Minerva Board representatives Dawn Kilkenny, Ariel Chan and Bruno Korst in bringing this event to fruition. This event occurred in May, 2024 at the University's main campus and aside from a number of University of Toronto academic representatives, there were professors from Queens University, Western University, Toronto Metropolitan University and University of Waterloo. It is noteworthy that opening remarks were provided by the Chief Prevention Officer of Ontario, Joel Moody.



A special note of gratitude to Minerva volunteers who assisted by supporting and/or speaking at this successful event. These include Tony Pasteris, Sandro Perruzza, Michael Wilson, and the University students who participated in a panel discussion.



(Ontario Society of Professional Engineers CEO & Minerva Board Member – Sandro Perruzza)

6. Minerva Student Awards

2024 Minerva Rising Star Award

This award recognizes leaders of the future with a demonstrated commitment to the integration of health and safety and 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 2024 Minerva Rising Star award was presented by Minerva Board member and Ontario Society of Professional Engineers CEO Sandro Perruzza during the 13th Annual Canada's Safest Employers Awards held on October 10th at the Liberty Grand Hotel in Toronto. We were pleased to recognize Aliakar Eslamibaladeh

of Toronto Metropolitan University as the recipient of Minerva Canada's Rising Star of the Year 2024.

2024 CANADA'S SAFEST EMPLOYERS
OCTOBER 10 • LIBERTY GRAND, TORONTO

THE MINERVA AWARD FOR RISING STAR OF THE YEAR

- **Aliakar Eslamibaladeh**, Toronto Metropolitan University
- **Caitlin Ralph**, Wolseley Canada
- **Élise Machado**, Canada Post Corporation
- **Emily Christman**, NAIT
- **Hosam Albur**, CAPREIT
- **Jessica Roza**, Green Infrastructure Partners
- **Julia Davidson**, 4S Consulting Services Inc.
- **Morteza Cheraghi**, Toronto Metropolitan University
- **Nimisha Joseph**
- **Rafiq Omair**, University of Toronto

2024 CANADA'S SAFEST EMPLOYERS AWARDS
EXCELLENCE AWARDEE

SPONSORED BY:

MINERVA
Safety Management Education

#SafestEmployers
safestemployers.com

2024 Minerva Canada-CIAC Case Study Competition

Building upon the previous years' success, Minerva was pleased to partner with the Chemistry Industry Association (CIAC) and Conference Board of Canada (CBC) in conducting the Minerva-CIAC Case Study Competition. This competition is open to all post-secondary students and recent graduates now in the workplace. The case study "*Triple C Store*" was focused on various issues related to health and safety.

Submissions were received from several schools and organizations that were based in a number of provinces. A diverse panel of judges from Minerva Canada, CIAC, CBC and Service Hospitality reviewed all submissions.

The finalists as selected by the panel of judges will participate in the upcoming CBC's Better Workplace Conference in March. They will participate in a panel discussion moderated by University of Windsor Professor Jacqueline Stagner.

CASE STUDY Competition

\$2,500 in PRIZES

Deadline: Dec. 20, 2024

Presented by

CHEMISTRY INDUSTRY ASSOCIATION OF CANADA | ASSOCIATION CANADIENNE DE L'INDUSTRIE DE LA CHIMIE

MINERVA
Safety Management Education

Service Hospitality

The Conference Board of Canada

A deep dive into the Triple C Store's Health and Safety

Available to current students in Canada and recent graduates*

*Please review full details, rules & regulations

Scan Here for Full Competition Details

The award recipients will be announced at the end of the moderated session by CIAC Vice President, Responsible Care, Kara Edwards.

The three finalists are Milu Thomson Vazhapilly (Lambton College), Boshra Mollaei (Seneca Polytechnic), and Quinn Santoro (Western University). The case study and a recording of the panel discussion will be available on Minerva's website.

7. Conferences

American Society of Safety Professionals Conference – Denver, Colorado



In collaboration with Minerva sponsor, the Board of Canadian Registered Safety Professionals, Executive Director of the BCRSP, Nikki Wright and Larry Masotti attended sessions facilitated by Dr. Daniel Snyder.

Additional highlights included the numerous networking opportunities with both national and international safety professionals.

Ontario Society of Professional Engineers – 2024 Conference – Windsor, Ontario



Due to the kind invitation of Minerva Board member and OSPE CEO, Sandro Perruzza, Larry Masotti attended the Engineering Conference. The session entitled 'Redefining Safety in the 21st Century' facilitated by Beatrice Sze was particularly thought provoking. Other highlights included a panel discussion on the collaboration and progress of the Gordie Howe Bridge linking Canada and the USA.

Private Truck Motor Council of Canada – Calgary, Alberta



In response to an opportunity to present at the Private Truck Motor Council of Canada by Minerva Board member Marcel Pouliot, Larry Masotti provided an overview of Minerva programs.

This full day event was hosted by the Southern Alberta Institute of Technology.

In addition to networking opportunities, Minerva's partners in technology were in attendance. Bluedrop ISM were represented by Tom Loder and Meg Sulpher.

Health and Safety Professionals Conference – Edmonton, Alberta



In support of Minerva sponsor, the Board of Canadian Registered Safety Professionals, Larry Masotti attending the HSPC conference for professional development, networking opportunities and sponsorship exploration.

Pleased to meet with Patricia Kriz, Director of Health, Safety and Environment at GreenMantra Technologies.

8. Recognition of Minerva Canada's Volunteers



SDS RiskAssist was the recipient of the Bay of Quinte Tech Sector Business of the Year award. This company's CEO, Lisa Hallsworth is a passionate Minerva Canada volunteer who leads the successful webinar program.

SDS RiskAssist continues to grow and now serve clients in all levels of government, education, labs, packaging, construction, HVAC services,

medical and dental clinics, and food manufacturing in Canada from coast to coast to coast!



In honoring a long-time volunteer in his transition to retirement, we are reminded of the passionate commitment that Graeme Norval brought to all his endeavors. As a Professor at the University of Toronto, he was instrumental in bringing many Minerva initiatives to fruition. He is pictured (right) with Daniel Liao. Daniel Liao (left) is a Professor at St. Lawrence College and dedicated Minerva Board member.



Pleased to celebrate a Minerva Canada founding organization Corteva Agriscience (formerly Dupont) as the recipient of the Robert W. Campbell Award from the Campbell Institute at the National Safety Council. We are grateful for Corteva Agriscience representative Wendy Tobin and her continuing contributions to Minerva Canada's Board of Directors.

(Photo – Lorraine Martin, CEO of the National Safety Council).



We're pleased to celebrate one of our Minerva Board members in being recognized by the University of Toronto for an engineering science teaching award! Dawn Kilkenny (3rd from right) is celebrated with her peers.

10. Our condolences

It was with deep sadness that we heard about the passing away of Vic Pakalnis on December 30, 2024. He was one of Minerva Canada's true and long-time ambassadors. He was an eternal optimist knowing that solutions were possible for any issue he encountered and was truly passionate about Health and Safety and the need to keep everyone safe and healthy.



His contributions to Minerva Canada were enormous and its current educational programs reflect much of what Vic saw Minerva doing to advance Health and Safety education in post-secondary schools. He was truly admired and he carried a lot of credibility by all the students he encountered through Minerva Canada. He will be sadly missed by all of us at Minerva Canada and our condolences go out to Vic's family and friends.

<https://www.hpmcgarry.ca/memorials/victor-pakalnis/5530757/index.php>

11. Meet our Board and Volunteers

We extend a heartfelt thank you to outgoing Board Members Paul Belair (Board of Canadian Registered Safety Professionals) and Christl Aggus (Health and Safety Professionals Canada)

Minerva's Board of Directors

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

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

Secretary-Treasurer: Alison Wall – Director, Strategic Partners and Planning, Service Hospitality

Minerva Meeting Coordinator: Emily Howarth – Workplace Safety & Prevention Services
Peter Sturm – Sturm Consulting and Past President, Canadian Society of Safety Engineering
Natalie Carscadden – BCRSP representative, sessional Professor Cambrian & Lambton Colleges

Dave Turner – Interim President/Board Chair, Health and Safety Professionals Canada

Andrew Cooper – Past President, Canadian Society of Safety Engineering, and Lead EHS System Planning, Development, Dept. of Environmental, Health & Safety, University of Alberta

Kim Gould – Manager People and Culture, Canada Post, Ontario

Jules Artanz-Gray – Director OHS Branch, Operations Division, Ontario Ministry of Labour, Immigration, Training and Skills Development

Lisa Hallsworth – CEO, Rillea Technologies, Belleville, Ontario

Anis Haque – Electrical, Computer Engineering Professor, University of Calgary

Bill Holmes – Associate Professor and former Dean, Faculty of Management, Royal Roads University, Victoria, BC

Byron House – Division Manager, Learning and Performance, Bruce Power, Tiverton, Ontario

Dawn Kilkenny – Vice Dean- First Year, University of Toronto

Daniel Liao – Dean, Applied Science, Technology, Trades, St. Lawrence College

Ron Pelot – Assoc. Dean COOP, Faculty of Engineering, Dalhousie University, N.S.

Sandro Perruzza – CEO, Ontario Society of Professional Engineers

Don Petkau – Professor, Faculty of Engineering, University of Manitoba

Marcel Pouliot – IQ Trucking Consultant, Retired VP - Trimac Transportation Services LP, Alberta

Marc Rosen – Professor and Founding Dean, University of Ontario Tech University

Robert Schultz – Haskayne School of Business, University of Calgary, Alberta

Lynn Smith – Engineering Workplace Safety Leader, General Motors of Canada, Ontario

Wendy Tobin – Senior EHS Consultant, Corteva Agriscience, Kingston, Ontario

Melanie Tremblay – HSE Partner, Rio Tinto Alcan, Jonquiere, Quebec

Michael Wilson – Specialized Services Lead, WSPS

Meet Minerva's Working Group Members

Syed Ahmed – Retired from Imperial Oil Limited

Susan Baka – Bay Communications

Shahzad Barghi – Western University

Ariel Chan - University of Toronto
Seyed Goosheh – Fanshawe College
Brenda Henry – Fanshawe College
Manny Marta – Retired from NOVA Chemicals
Dave Meston – Retired Consultant
Graeme Norval – University of Toronto
Ed Secnik – York University
Gord Winkel – University of Alberta
Denise Stilling – University of Regina

13. 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/
BASF
www.basf.com
Bruce Power
www.brucepower.com
Board of Canadian Registered
Safety Professionals
www.bcrsp.ca
Canada Post
www.canadapost.ca
Canadian Centre for Occupational Health and Safety
www.ccohs.ca
Canadian Society of Safety Engineering
www.csse.org
CF Industries
www.cfindustries.com
Chemistry Industry Association
of Canada
www.canadianchemistry.ca
Chemtrade Logistics
www.chemtradelogistics.com
Conference Board of Canada
www.conferenceboard.ca
Corteva Agriscience
www.corteva.com
DuPont Canada
www.dupont.com
Engineers Canada
<https://engineerscanada.ca/>
ERCO Worldwide
www.ercoworldwide.com
General Motors of Canada
www.gmcanada.com

Glencore's Sudbury Integrated Nickel
Operations

www.sudburyino.ca/EN/Pages/default.aspx

H.L. Blachford

www.blachford.ca

Service Hospitality

www.servicehospitality.com

Imperial Oil

www.imperialoil.ca

Methanex Corporation

www.methanex.com

MIRARCO

www.mirarco.org

Mitacs

www.mitacs.ca/

Modern Niagara

<https://modernniagara.com/>

Nova Chemicals

www.novachem.com

Nova Scotia Department of Labour
and Advanced Education

<https://novascotia.ca/lae/>

Ontario Ministry of Labour, Immigration, Training and Skills Development

www.labour.gov.on.ca

Rio Tinto

www.riotinto.com

Trimac Transportation

www.trimac.com

Workplace Safety &

Prevention Services

www.wsps.ca

WorkSafe BC

www.worksafebc.com

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

University of Alberta

www.ualberta.ca

University of British Columbia

www.ubc.ca/

British Columbia Institute of Technology

www.bcit.ca

Brock University

www.brocku.ca/

University of Calgary

www.ucalgary.ca

Cambrian College

www.cambriancollege.ca/

Carlton University

<http://carleton.ca/>

Conestoga College

www.conestogac.on.ca/

Dalhousie University

www.dal.ca/

Fanshawe College

www.fanshawec.ca/

Lambton College

www.lambtoncollege.ca

Laurentian University

www.laurentian.ca

McGill University

www.mcgill.ca/

Northern Alberta Institute of Technology

www.nait.ca/

University of Ottawa

www.uottawa.ca/en

Queen's University

www.queensu.ca/

University of Regina

www.uregina.ca

Ryerson University

www.ryerson.ca

Sheridan College

www.sheridancollege.ca/

University of Toronto

www.utoronto.ca

University of Waterloo

<https://uwaterloo.ca/>

Western University

www.uwo.ca

York University

<https://www.yorku.ca/>

University of Windsor

www.uwindsor.ca



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Safety Management Education

<https://safetymanagementeducation.com/>