Dear CSIOP Members,

It was great reconnecting with many of you at the CPA conference in Ottawa earlier this summer. We hope you enjoyed attending sessions, reconnecting with old colleagues, making new connections, and exploring beautiful Ottawa.

We were pleased to host an excellent section keynote speaker this year. A heartfelt thank you to Dr. Silvia Bonaccio (University of Ottawa) for her fantastic talk on “Employees Living with Disabilities.” Dr. Bonaccio was not only our section keynote speaker but also the newest CPA fellow nominated by CSIOP. Congratulations to her on this well-deserved recognition. Dr. Bonaccio is an esteemed member of our society. In 2015-2016, she also served as the chair of CSIOP. We appreciate all the work she has done for our community.

We have had many interesting studies and great researchers, including our students, who deserve recognition. Here are our student award winners:

**RHR-Kendall-Evans Award for Best Student Paper:**
Damian Canagasuriam (Saint Mary’s University) with co-author Eden-Raye Lukacik - “ChatGPT, Can You Take My Job Interview? Examining Artificial Intelligence-Cheating in the Asynchronous Video Interview”

**Student Poster Awards:**
EDI-research category:

- 1st place: Pearlyn Ng (University of Waterloo) - “He Said, She Said: Gendered Perceptions of Followers’ Challenging Voice”
- 2nd place: Melanie Grier (University of Calgary) - “Toward Truth and Reconciliation at Work: Understanding Indigenous Employment Experiences and Perceptions of Organizational Support”
- 3rd place: Shayndel Jim (McGill University) - “Colouring the Spectrum: Examining the Intersection of Autism and Ethnicity for Women in a Teamwork Setting”

General research category:

- 1st place: Amy Barron (University of Waterloo) - “The Performance Bias: The Effect of Employee Performance History on Manager Judgements of Claim Credibility”
- 2nd place: Iris Xing (University of Waterloo) - “Student Evaluations of Teaching Mostly Measure Customer Satisfaction Among University Students: Further Evidence from a Policy Capturing Design”
- 3rd place: Allister Grapes (University of Waterloo) - “When Employees Represent Their Company: Co-worker Diversity Ideology Expressions as Indicators of an Organization’s Diversity Climate Among Cultural Minorities”
Congratulations to all of you! We thank Dr. Winny Shen, Dr. Deb Powell, and Michael Vodianoi for serving as judges for the RHR-Kendall-Evans Award. We also thank the poster award judges Drs. Kabir Daljeet, Samantha Hancock, Yanhong Li, Matthew McLarnon, and Duygu Biricik Gulseren.

Executive Committee Updates
We have a few members whose terms have ended on the CSIOP executive team. After three years of dedicated service, Dr. Deborah Powell (University of Guelph) is stepping down from the past-chair role. We appreciate all the work she has done during her tenure, particularly her efforts in coordinating all the awards we have given this year.

After a busy year as chair (and previously as program coordinator and chair of the CSIOP EDI Working Group which resulted in creating a standing CSIOP EDI committee), Dr. Ivona Hideg (University of Oxford and York University) will be transitioning into the past-chair role. Dr. Hideg has been a fantastic chair. Under her leadership, CSIOP has made significant progress in the EDI and communication committees, as well as addressing long-standing membership issues. We look forward to continuing to work with her in her new role.

Dr. Duygu Biricik Gulseren (York University) will be transitioning from chair-elect to chair. Dr. Gulseren is an assistant professor at the School of Human Resource Management at York University. Previously, she worked as a Sr. Research Associate at the University of Calgary and received her PhD from the Industrial/Organizational Psychology program at Saint Mary’s University in 2021. She also holds undergraduate and master’s degrees from Koc University in her native Turkey. Dr. Gulseren has served as the webmaster and student representative at CSIOP before and considers CSIOP her academic family. We look forward to Dr. Gulseren leadership!

We also welcome Dr. Anja Krstic (York University) as the new chair-elect. Dr. Krstic is an assistant professor at the School of Human Resource Management at York University. She completed her PhD, as well as master’s and undergraduate degrees, at Wilfrid Laurier University. She also served as the program coordinator in 2021-2022. We look forward to working with her in the coming years.

Dr. Aleka MacLellan (Kilberry Leadership Advisors) will be handing over the membership coordinator role to Dr. Kabir Daljeet (Université de Montréal). We thank Dr. MacLellan for her work with CSIOP and hope to see more practitioner members joining the executive team in the future. Dr. Daljeet has been a great addition to the executive team, and we hope this will further strengthen our connection with our colleagues from Québec.

Lastly, our energetic and hardworking student representative Jocelyn Brown is leaving her role to another fantastic student, Jane Phillip. Jocelyn has done an excellent job over the last two years, not only as the student representative but also as a member of the EDI committee. This year, we received a high volume of nominations in the student representative elections, and Jocelyn's work has played a big role in this. Thank you, Jocelyn, and we look forward to working with you, Jane.

Drs. Samantha Hancock (Western University, program coordinator), Matthew McLarnon (Mount Royal University, secretary and treasurer), Sara Murphy (University of Winnipeg, communication coordinator), and Aisha Taylor (Taylor-Made Strategies, EDI strategic lead) will continue to serve in their roles on the CSIOP executive team. We are grateful for their service to our community.

We also thank our special collaborators: Dr. Lance Ferris (University of Ottawa, newsletter editor), Lynda Zugec (Workforce Consultants, delegate to the Alliance for Organizational Psychology), Elana Zur (Wilfrid Laurier University, newsletter editor), Abigail Mengist (Carleton University, social media coordinator), Alvan Yuan (University of Calgary, webmaster), and Dr. Blake Jelley (University of Prince Edward Island, licensure) for their continued work and support.

Donation and the Joint IO-Military Social Event at the Convention
This year we had a generous donation from the Telfer School of Management at the University of Ottawa to cover the CSIOP portion of the joint IO-Military Social! Our heartfelt thanks go to the Telfer’s Dean Stéphane Brutus and Vice Dean Silvia Bonaccio who made this happen! This donation was money well spent on a brilliant party and social event that was co-organized with our colleagues and friends in the Military section. Special thanks go to the chair of the Military section, Dr. Cindy Suurd Ralph, Wendy Darr, and Captain William Van Veen for excellent organization and a beautiful venue we had for this social. Our social took place at the Rockcliffe Lounge National Defence Headquarters’ Warrant Officer and Sergeants’ Mess and judging by the number of participants it was a
huge success! We were happy to see many of our members enjoying the social and celebrating the achievements and awards of our colleagues and friends. It was a good way to end the conference!

**Award Nominations**
CSIOP initiated two new award categories last year. The first is the CSIOP Outstanding Early Career Researcher Award, and the second is the CSIOP Outstanding Practitioner Award. We would like to remind you that both of these awards are open for nominations. You can submit self-nominations or nominate others by November 30, 2024. Details of the nomination process can be found on the CSIOP website under the “Awards” tab.

You can also follow us on social media, including [Instagram](https://www.instagram.com), [Twitter](https://twitter.com), and [LinkedIn](https://www.linkedin.com).

Finally, please do not hesitate to contact us if you have any suggestions for how CSIOP can better serve our community. You can reach out to us at chair@csiop-scpio.ca

Wish you all a great rest of the summer!

Duygu Biricik Gulseren  
Assistant Professor  
School of Human Resource Management, York University

And

Ivona Hideg  
Associate Professor  
Saïd Business School, University of Oxford  
Schulich School of Business, York University

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**CSIOP Membership**

*Kabir Daljeet, Ph.D.*  
*University of Montreal/Université de Montréal*

As of July 2024, CSIOP has a total of 219 members across a wide variety of membership types. This consists of 104 Full Members, 13 Early Career Members, 69 Student Affiliates, 1 International Student Affiliate, 1 Bachelor Gap Year Affiliate, 11 CPA Fellows, 1 International Affiliate, 1 Retired Fellow, 1 Retired Member, 8 Section Associates, 2 CPA Honorary Life Member, 6 Special Affiliates, and 1 CPA Complimentary Memberships.

Don’t forget to renew your membership, if you have not already done so!
CSIOP News

Jane Phillips, MSc
Wilfrid Laurier University

University of Calgary
Congratulations to Dr. Ho Kwan Cheung for being awarded a SSHRC Insight Development Grant (2024-2026). Huge accomplishment!

Congratulations to Dr. Tom O’Neill for being awarded a SSHRC Insight Grant (2024-2029).

Congratulations to Josh Bourdage’s incoming master’s student, Monica Ng, who was chosen to receive the Canadian Psychological Association – Certificate of Academic Excellence by the Department of Psychology. This certificate recognizes the best undergraduate, masters, and doctoral thesis.

Research.com has just come out with their annual global rankings of “Best Scholars”, and in Psychology Dr. Kibeom Lee made the list! Congratulations!

University of Waterloo
We would like to congratulate Iris Xing (supervisor: Dr. Ramona Bobocel) and Tony Feng (supervisor: Dr. Doug Brown), who were awarded the Tri-Agency Canada Graduate Scholarship Master’s (CGS M) – SSHRC April 2024.

Tony Feng was also awarded the Psychology Memorial Award, April 2024. The awards honour deceased students, alumni, staff, faculty and friends of the Department of Psychology. Contributions have been received in memory of: D.M. Amoroso, K.S. Bowers, M. Briedenbaugh, M.P. Bryden, Z. Kunda, and R.H. Walters.

We would also like to congratulate Amy Minnikin (supervisor: Dr. James Beck) for being awarded the Industrial and Organizational Psychology Award, March 2024.

University of Guelph
Amara Robbins was awarded a CGS-M scholarship.

York University, Human Resource Department
Dr. Sheryl Chummar defended her dissertation titled "How Organizational Diversity Cues Affect Career-Related Outcomes: The Mediating Role of Belonging." on April 8, 2024.

Dr. Jelena Zikic received a SSHRC Explore grant for her project 'Is It Time to Go Back? The Socialization Journey of Remote-Working Internationally Skilled Migrants.' She will also deliver a keynote speech at the Regional AOM conference in Belgrade, Serbia. Her talk is entitled "Career Paradox: From Underemployment to Nomadic Careers." On June 20, 2024.

York University, Schulich School of Business
Heather Wong has been awarded a Canada Graduate Scholarship (CGS) Doctoral award beginning Fall 2024. Congratulations, Heather!

Wilfrid Laurier University, Lazaridis School of Business
Congratulations to Elana Zur and Jane Phillips, both of whom have been awarded the Ontario Graduate Scholarship at the PhD level.

Jane Phillips’s research project, “AI-Assisted Faking in Personality Assessment”, has been selected as a 2023 winner of the Canadian Psychology Association’s Student Research Grant. This grant “recognizes exceptional student research in all areas of psychology”.

More accolades for Jane Phillips, who has also been named the CPA Outstanding Mentor of the Year.
Sabah Rasheed’s article “Faking resistance of a quasi-ipsative RIASEC occupational interest measure” is now one of the top 10 most-cited papers published in IJSA, 2023. This achievement, according to IJSA, highlights the impact of Sabah’s work within the community.

Victoria Daniel’s doctoral research has been recommended for an honourable mention in the WFRN Kathleen Christensen Dissertation Award. Congratulations to Victoria for the important and insightful work.

Western University
Huge congratulations to the following students: Talib Karamally (PhD candidate), who was awarded the SSHRC Doctoral Fellowship. Samuel Plotnick (incoming MSc candidate), who was awarded with the SSHRC Masters Scholarship. Rachel Edwards (MSc candidate) and Jennifer Lynch (PhD candidate), who were awarded the Ontario Graduate Scholarship.

We further extend our congratulations to Trevor Coppins who successfully defended his PhD thesis entitled “The Measurement and Profile Analysis of Cognitive Multidimensional Workplace Identification” (https://ir.lib.uwo.ca/etd/9964/) and is now working as a Senior Organizational Effectiveness Analyst at Shopify. With Marie-Josée Legault, Johanna Weststar has published the book "Not all Fun and Games,” a comprehensive account of work and labour conditions in the digital game industry: https://www.concordia.ca/press/notallfunandgames.html.


Last but not least, congratulations to Carly Lundale (MSc candidate) and Dr. Blair Evans, as well as Jennifer Lynch (PhD candidate) and Dr. Alex Benson on receiving Mitacs Accelerate Grants. Their research projects will be conducted in collaboration with industry partners, we can’t wait to see the outcomes of these studies!

University of Ottawa, Telfer School of Management
University of Ottawa congratulates Dan Quintal-Curcic, who has accepted a post-doc position at York University’s Schulich School of Business!

Convention Corner

Samantha Hancock, PhD
Program Coordinator

I hope everyone who was able to join us at the convention in Ottawa had a wonderful time; I know I certainly did! The convention was a busy three days with many excellent sessions that were well attended. A big thank you to all of the contributors, reviewers, attendees, mentors, and poster award judges for making the experience one to remember!

Our CSIOP program was kicked off with a pre-conference workshop on increasing trust in the workplace via Indigenous Workways, followed by two riveting panel discussions on EDI research and Indigenous employment issues on Day 1. We then had a series of 12-minute talks, followed by the ever popular I/O poster session. Day 1 concluded with a wonderful talk from Dr. Silvia Bonaccio on employees living with disabilities, followed by our AGM and the student-mentor event.

Day 2 started off strong with a symposium on leadership and health, followed by another series of 12-minute talks and snapshot sessions. Next up was the student symposium, organized by our CSIOP student rep, Jocelyn Brown, followed by the final panel session of the conference on EDI barriers and enablers in selection. We wrapped up day 2 with record attendance at the annual CSIOP and Military Section social! Special thanks to the Dean of the Telfer School of Business, Dr. Stéphane Brutus, for sponsoring the event with a generous donation!

Day 3 was a quieter day for the CSIOP program with one workshop on cognitive job demands. Special congratulations to all the award winners for producing such high-quality work! I am already looking forward to planning next year’s conference in St. John’s!
Mergers are one of the most disrupting change events organizations—and employees—can experience. Given the stakes, organizations are understandably invested in ensuring mergers go smoothly and employees remain committed to changing the organization for the better. But managers also might be a bit pessimistic, thinking that it will be hard to convince employees to support change of any type, much less the wide-ranging and impactful change a merger portends.

Recent research by Tina Kiefer (of University of Warwick), Laurie Barclay (of University of Guelph), and Neil Conway (of Royal Holloway University of London) illustrates the difficulty organizations can encounter with fostering commitment to organizational change—but by delving into the day-to-day experiences of employees, their work also provides suggestions for organizations to improve commitment to organizational change. In particular, their research examined how the initial perceptions of a merger can exert a top-down effect on how people viewed the day-to-day experiences during the merger, but also how these day-to-day experiences in turn can exert a bottom-up effect on how people subsequently perceived the merger. They argued that people’s initial perceptions of a merger should create a lens that influences how day-to-day events related to the merger are viewed—both positively and negatively. However, they also argued the effects are not unidirectional: positive and negative day-to-day events should influence how fairly they felt they were being treated, which affects subsequent perceptions of the merger. In this manner, while initial perceptions of a merger (or change) can certainly set the stage for how the merger is experienced day-to-day and perceived over the long run, the daily experiences themselves play a key mediating role in how those initial perceptions change over time.

They tested their ideas over a seven-month time span in two organizations that were undergoing a merger. They first assessed employees’ commitment to the merger and anticipation that the merger would have a beneficial effect on their job approximately two months after the merger was announced. Six months after the merger was announced (and one month after events related to the merger had begun), employees completed a 2-week diary study examining the frequency and strength of positive and negative change events related to merger, as well as their perceptions of how fairly the organization treated them overall. Finally, seven months after the merger was announced, they assessed employees’ perception that the merger was having a beneficial effect on their job as well as again assessing employees’ commitment to the merger. Using this design, they were able to examine how initial commitment to and expectations around the merger (assessed before the activities related to the merger had begun) affected employees’ day-to-day experiences with events related to the merger, and how those day-to-day experiences in turn affected their subsequent perceptions of and commitment to the merger (assessed well after the activities related to the merger had commenced).

In terms of results, their findings generally supported their predictions, with initial commitment to the merger leading to expectations the merger would benefit their job; these expectations related to decrease experience in the frequency and strength of negative change events, as well as the strength (but not frequency) of positive change events. In turn, the frequency and strength of negative change events were both negatively related to perceived fairness, while the frequency (but not strength) of positive change events was positively related to perceived fairness. Finally, greater perceived fairness related positively to employees’ perception that the merger was having beneficial effects, as well as their commitment to the merger.

Taken as a whole, these results speak to the importance of initially fostering a strong commitment to organizational change: those who were more committed to the change experienced more positive (and fewer negative) events as the merger progressed, ultimately reinforcing their commitment to the change. However, the results also suggest that in the absence of an initial commitment, encouraging employees to focus on positive changes brought about by the merger—i.e., focusing on small wins—can ultimately help engender subsequent commitment.
For those interested in the complete paper, the full citation for the article is as follows:


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**Student Update**

*Jane Phillips, M.Sc.*  
*Wilfrid Laurier University*  
*Jocelyn Brown, M.Sc.*  
*Saint Mary’s University*

Hello CSIOP Members,

I am writing this, my final newsletter column, at the CPA Conference in Ottawa. I have spent the weekend enjoying exceptional presentations by students, faculty, and practitioners dedicated to our field. In addition, I had the opportunity to speak to so many of YOU! Whether I connected with you at the Student Mentor event, shared laughs at the I/O Military Social, or heard about your work, I feel so fortunate to have spent the past two years with you all. As much as I’ll miss having the excuse to get to know I/O psychology, OB, and HRM students from across the country, feel free to say hello – no excuse necessary!

I am excited to announce that the incoming student representative is Jane Phillips! I have been lucky enough to get to know Jane through CSIOP already, and I know we all are in great hands for the next few years. I know Jane is going to do so much great work connecting students across Canada, and I hope to see you all in the future!

Jocelyn

Dear CSIOP members;

I am so excited to have the opportunity to work with all of you over the next two years! My name is Jane Phillips and I am currently completing my MSc in Management (specializing in Organizational Behaviour and Human Resource Management) at Wilfrid Laurier University (August 2024) and beginning my PhD in Management (OB/HRM) in September 2024. I completed my BA, honours Psychology at the University of Guelph in 2023. My research interests focus primarily on the role of technology in human resource processes. Technology impacts a variety of areas in psychology, especially the workplace. I recently completed a study that examined the role of artificial intelligence-assisted faking on personality assessments commonly used in hiring. As your student representative, I want to help share students’ research, connect students with prominent researchers or practitioners with similar interests, and be a partner in your academic and professional success.

I want to take the time to thank Jocelyn for her hard work during the past two years as the student representative. She has done an amazing job of engaging other groups as the student rep to make CSIOP as inclusive as possible. She built out the contact list of Undergraduate Student Societies, reached out to other subcommittees in CPA, and saw more engagement from Quebec and British Columbia. Wow! Thank you, Jocelyn.

If you have any questions, please feel free to introduce yourself to me! I am excited to connect with many of you about anything I/O, OB, or HRM related with students, faculty, practitioners, or any other members of our community. I hope to get the opportunity to connect with as many of you as possible during my tenure, so please do not hesitate to reach out via email or at an in-person event.

You can reach me at: studentrep@csiop-scpio.ca
Update On: Alliance for Organizational Psychology

Lynda Zugec, M.A.
The Workforce Consultants

Alliance for Organizational Psychology

The Alliance for Organizational Psychology (AOP) was established in 2009 and member organizations include the Society for Industrial and Organizational Psychology (SIOP), the European Association of Work and Organizational Psychology (EAWOP), the Organizational Psychology Division of the International Association of Applied Psychology (IAAP-Division 1), and the Canadian Society for Industrial & Organizational Psychology (CSIOP). Our "Update On: Alliance for Organizational Psychology" column seeks to provide our readership with information relevant to the AOP and member associations so as to encourage a more global and unified approach in the dissemination of knowledge, exchange of ideas, and participation in varied initiatives.

A list of Network Partners can be found here: https://alliancefororganizationalpsychology.com/the-%22big-tent%22

Call for AOP Conference Proposals 2025

BACKGROUND
The Alliance for Organizational Psychology (AOP or Alliance) invites proposals for AOP special sessions at either the SIOP 2025 and/or EAWOP 2025 conference from AOP federated and Big Tent members. The purpose and objectives of the Alliance Special Conference Sessions are to feature:
1. Globally relevant topics
2. Contributors with international perspectives and viewpoints
3. High-interest topic areas.

Please note: AOP selected proposals will be guaranteed acceptance at the SIOP or EAWOP conferences and will bypass the peer review process. For SIOP, this acceptance will not be counted against the “rule of three” limit.

PROPOSAL FORMAT
Please format your proposal as follows:
• 2025 Conference Preference (indicate one conference):
  o SIOP: Denver, CO, USA; April 3rd – 5th, 2025
  o EAWOP: Prague, Czech Republic; May 21st – 24th, 2025
• Title (up to 12 words)
• Topic Summary (up to 250 words)
• Type of Session (Please refer to conference requirements: panel session, empirical research, round table, alternative session, etc.)
• Session Format (for SIOP only): Virtual OR In-Person
• Originality/Value (up to 50 words)
• International Focus (up to 50 words)
• Connection to UN Sustainable Development Goal (please specify which one(s))
• Proposed Length (50 or 80 minutes)
• Confirmation of Speaker Attendance (confirmation that all speakers will be in attendance)

SUBMISSION PROCESS
Please submit your proposal submissions via e-mail to Julia B. Haas (jbhaas@uga.edu), Chair, AOP Conference Subcommittee, by September 6th, 2024. Since only one proposal per conference will be accepted, we encourage you to also prepare an official submission to SIOP and/or EAWOP but refrain from submitting it just yet. Final notifications will be made by September 27th, 2024, allowing sufficient time for submission to these conferences if needed.
CRITERIA
Proposals will be evaluated using the following criteria by the AOP Conference Sub-Committee:
1. The session focuses on a globally relevant topic.
2. The session focuses on one or more aspects of the Declaration of Identity.
3. The session aligns with a UN Sustainable Development Goal (SDG).
4. The session brings together contributors with international perspectives, viewpoints, and/or backgrounds.
5. The session is timely, relevant, and will be of high interest to conference attendees.
6. The overall quality of the submission.

Call for Papers for Special Issue in EJWOP on: Absence and presence at work in the state of ill-health: Looking back and moving forward – Deadline extended to 1st August 2024

Call for abstracts – Toxicity in Organizations: New Directions in Conceptualization, Causes, Development, and Interventions

EJWOP - Call for papers for a Special Issue on “Understanding and improving hybrid working environments”
We are excited to announce a Call for Papers for a Special Issue on "Understanding and improving hybrid working environments" in the European Journal of Work and Organizational Psychology. Special issue editors: Alexandra Michel, Deirdre O'Shea, PhD and Jari Hakanen. We would love to receive your work in this area! Extended abstract submission deadline: 30th September 2024 (please submit by e-mail to the guest editors). Full Paper submission deadline: 31st April 2025 https://think.taylorandfrancis.com/special_issues/understanding-and-improving-hybrid-working-environments/

Applied Psychology Around the World (APAW)
The purpose of Applied Psychology Around the World (APAW) is to share news and reports about applied psychology, especially through theme-based articles written by members of the International Association of Applied Psychology, that promote the science and practice of applied psychology around the world. APAW is a platform to facilitate interaction and dialogue among applied psychologists around the world.

Access past issues here: https://iaapsy.org/meetings/apaw/
SIOP Career Center

The SIOP career center helps SIOP members, whether early career, midcareer, or established in their career, explore first I-O psychology job opportunities and new opportunities that align with deepening skillsets. The center is also a resource for members looking to recruit for their organization. SIOP members can create an account, which will give them access to an expanded job board, field insights, and job alerts. The career center also offers numerous career planning services for additional fees.

Employers and jobseekers have enjoyed the variety of new options available to enhance their selection process, and jobseekers in particular have enjoyed the Career Planning Portal, which includes articles about personal branding, networking, resumes and cover letters, interviewing, career growth, leadership, and more. The job board can be found under the Career Center tab on the SIOP website. Career services through YM Careers can be found through this link: https://jobs.siop.org/. Any questions about the opportunities available through YM Careers can be sent to clientserv@yourmembership.com.

To submit items of interest to the Alliance for Organizational Psychology (AOP), please contact Lynda Zugec at Lynda.Zugec@TheWorkforceConsultants.com

The Right Stuff: A Review of a Recent BC Human Rights Decision

By: Erika Ringseis

Often employers faced with alleged incidents of teasing or bullying do not know what to do or have a policy but fail to follow it. Workplace investigations are often criticized by human rights adjudicators for being insufficient or biased. A recent human rights decision out of British Columbia, however, upheld the appropriate response of an organization faced with a workplace harassment complaint.

The Facts and Outcome:
In a manner reminiscent of playground taunting and bullying, Ms. Abonitalla, a coworker of Ms. Salanguit, imitated her speech impediment in a mocking manner to make them laugh. Ms. Salanguit was upset and filed a complaint with her employer. The employer investigated the matter and determined that Ms. Abonitalia had violated their workplace harassment prevention policy. Ms. Abolitalia was disciplined and ordered to provide an apology to Ms. Salanguit. Ms. Salanguit still believed that the process and outcome were insufficient.

The Tribunal dismissed Ms. Salanguit’s complaint because it found that the purposes of the Human Rights Code would not be advanced by allowing the complaint to continue. The employer had appropriately addressed the issue by: (1) providing support to Ms. Salanguit, (2) conducting an adequate investigation, (3) taking appropriate action in response to the findings of the investigation.

1. Providing Support
The human rights department acknowledged receipt of the complaint and explained the process to Ms. Salanguit. She was provided with information to access the company’s Employee and Family Assistance Program and was also supported in taking a medical leave. She was kept informed about the process of the investigation.

1 Salanguit v Parq Vancouver and another, 2024 BCHRT 119 (CanLII), available at <https://canlii.ca/t/k43ps>.
2Erika Ringseis received her Ph.D. in Industrial/Organizational Psychology from Penn State before focusing her career on employment and human rights law. She currently advises clients through the innovative virtual law firm, Inhaus Legal LLP (https://inhauslegal.com/lawyers/erika-ringseis/) and was lucky to have the opportunity to partner with a co-author for this quarterly legal column.
2. Conducting an Adequate Investigation
The employer’s investigation took approximately two months to complete, which might appear to be an inordinate amount of time. Ms. Salanguit was on leave, however, which also contributed to the delay. The investigation included interviews with the complainant as well as the respondent accused of the discrimination. Witnesses were also interviewed. The HR department carefully considered the information and came to the conclusion on a balance of probabilities that Ms. Abolitalia had violated the Harassment Free workplace by bullying Ms. Salanguit.

3. Taking Appropriate Action
In response to their findings, the employer disciplined Ms. Abolitalia. She was given a written warning for her file and was required to provide Ms. Salanguit with a letter of apology. The response of the employer did not end with that particular discipline, however. The employer also updated its policies and provided reminders to all employees about the policy and potential discipline under the policy. All employees then had to attend updated training. The organization clearly adopted a zero-tolerance position with respect to harassment in the workplace.

Ms. Salanguit still felt that the employer’s response had not been sufficient and she wanted her human rights complaint to go forward. The company had offered a reasonable settlement payment, but Ms. Salanguit refused. The offer was still open for acceptance at the time that the Human Rights tribunal made its decision in the case. The human rights commissioner held that the purpose of the legislation was not advanced by the case going forward. They had acted appropriately to prevent, investigate and address harassment in the workplace. The complaint was dismissed although Ms. Salanguit still had the option to accept the proposed settlement payment.

**Take Away Learnings:**

Employers can take several important lessons from the outcome of this case. In order to prevent harassment in the workplace and deal with it appropriately when it arises, and to avoid human rights complaints proceeding against them, employers should:

1. *Have a solid, up-to-date harassment prevention policy.* Employees also should be aware of the policy, receiving training on respectful workplace behaviour, and understand the possible ramifications for violating the policy.
2. *Take complaints seriously and respond appropriately,* including providing potential victims with resources to assist. Perceived harassment can have a negative impact on employees and the employer should provide information about resources such as EFAP programs, counseling and other available accommodations. It may be appropriate to remove one or more of the parties from the workgroup, remembering that a paid leave or non-disciplinary move is appropriate until a conclusion on the facts is reached.
3. *Investigate quickly, fairly and effectively.* This includes interviewing the complainant, respondent and any witnesses as well as reviewing any relevant documentation.
4. *Take appropriate action following the conclusion of the investigation,* regardless of the outcome. Discipline may be appropriate, but consideration should also be given to updating policies and training for all employees.

**CSIOP’s Commitment Statement to Equity, Diversity, and Inclusion (EDI)**

*By Sandrine Poulin, Aisha Taylor, Vincent Wong, & Melanie Grier*

We are enthusiastic about providing an update on our continuous efforts and dedication to Equity, Diversity, and Inclusion (EDI) within CSIOP, CPA, and beyond. Our objective with this newsletter update is to introduce the CSIOP’s EDI Commitment Statement, which was formulated by our EDI Standing Committee on behalf of the CSIOP Executive Committee.

**Our Process**
This Commitment Statement emerged from collaborative efforts during and in between monthly virtual committee meetings, where each member was encouraged to share insights and contribute to multiple iterations of the statement. Here is an outline of our process:
1. The Internal Structure Working Group developed a draft of the commitment statement as a shared online document, promoting collaboration and enabling the tracking of version history.

2. The broader EDI Standing Committee conducted a collaborative review and facilitated the editing process during a meeting on April 5th.

3. Between the meetings on April 5th and May 2nd, further refinements to the statement occurred. A Plain Language version of the statement was drafted to increase its accessibility, and it was later collaboratively edited by committee members.

4. On May 1st, the CSIOP Executive Committee reviewed and discussed the Commitment Statement, expressing their heartfelt appreciation for our work and offering no other input than that they believed it was well-worded and appropriate.

5. On May 10th, the EDI Internal Structure Working Group met to discuss and develop language clarifying the chosen acronym for the group name and terminology in the Commitment Statement. No conclusion was made, and we are continuing to explore options.

6. The EDI Standing Committee reviewed the full Commitment Statement and Plain Language versions during a meeting held on June 6th.

Along with this article, we will post both versions of the Commitment Statement on the CSIOP website, and its social media accounts (i.e., LinkedIn, Facebook, Instagram). We will explore additional opportunities to expand our outreach in the coming months. Another next step involves translating both versions of the statement into other languages, including French.

The Results
The CSIOP EDI Standing Committee composed the following EDI Commitment Statement, along with the Plain Language version, on behalf of the CSIOP Executive Committee for public distribution (hence the need for the Executive Committee’s review on May 1st).

CSIOP EDI Commitment Statement
The Canadian Society of Industrial-Organizational Psychology (CSIOP) commits to embarking on a journey to achieve Equity, Diversity, and Inclusion (EDI) in our organization and through our members’ work.

On this journey, we strive to balance a focus on psychological science that champions leadership, innovation, and excellence with an ever-deepening understanding of the multiple and varied lived experiences of people with marginalized and intersecting identities. Our audience for this work includes academics, students, workers, and practitioners.

As we work toward CSIOP’s mission to further the welfare of all people, we commit to:

- Helping create a more just, accessible, and culturally affirming and humble field of I-O psychology and related areas of study and practice.
- Respectfully engaging with and advocating for diverse populations, particularly those groups that face systemic, institutional, and organizational discrimination and oppression, in research, teaching, practice, and community commitment.
- Listening to and understanding deep and difficult truths, working toward reconciliation with Indigenous Peoples (in Canada, First Nations, Métis, and Inuit), and decolonizing ourselves and the organizations we belong to at multiple levels (e.g., individual, group, system). Given the current composition of CSIOP (i.e., little to no Indigenous representation), we identify as priorities building relationships with Indigenous Peoples in I-O Psychology and related fields and amplifying Indigenous perspectives in our work, as we reflect upon our roles as relatives and ancestors.
- Critically examining the foundations that I-O psychology (and related fields) were built on and continue to uphold and together envisioning a more equitable, inclusive, and Indigenized future for our field.

Through these commitments, CSIOP will work for a paradigm shift towards diverse, decolonial, and sustainable futures, fostering organizational environments where everyone is able to thrive.

Plain Language Version
CSIOP wants to make the work and lives of people from different backgrounds better by setting equity, diversity, and inclusion (EDI) goals. CSIOP wants to make sure everyone feels welcome and valued. Our work applies to workers, researchers, students, and Industrial and Organizational Psychology professionals.
CSIOP commits to improve the physical and mental well-being of all people by:

1. Making sure Industrial and Organizational Psychology is fair and welcoming to everyone, no matter their background,
2. Learning from and helping people who face unfair treatment because of differences, in research, at work, and across Canada,
3. Learning from and working with Indigenous Peoples (in Canada; First Nations, Métis, and Inuit). CSIOP has very few Indigenous members, so we want to build relationships with Indigenous Peoples to better achieve our mission, and
4. Thinking hard about how our field can help make a better, fairer future for everyone.

By making these promises, CSIOP strives to create a future where everyone can be happy, healthy, and safe at work.

Thank you for your interest in our work. We welcome your comments and questions. Please do not hesitate to reach out to the co-chairs of the EDI Committee: Aisha Taylor at ataylor@taylor-madestrategies.com and Rachel Appiah at appiahr@uoguelph.ca

Author Bios

Sandrine Poulin, Member of the CSIOP EDI Standing Committee
Sandrine Poulin is a PhD student in Experimental Psychology at the University of New Brunswick, Fredericton campus. She graduated with a Bachelor of Arts with First-Class Honours in Psychology in May 2021. Upon completion of her current academic program, she aspires to pursue a career in the field of Industrial-Organizational Psychology. Her research examines the experiences of marginalized individuals and groups within institutions. Actively engaged in her community, she is a member of three Equity, Diversity, and Inclusion committees at the local and national levels. She also fulfils various leadership roles at her university.

Aisha Taylor, EDI Strategic Lead & Co-chair of the EDI Standing Committee
Dr. Taylor has been learning and growing as a consultant, coach, and facilitator in our field for over 20 years. Her company, Taylor-Made Strategies, is an evidence-based firm that fosters inclusive leadership and equitable workplace cultures. Aisha is passionate about creating workplaces where people produce excellent work, have fun, and experience justice. She works with academic, nonprofit, government, and private sector (corporate) clients across North America to guide positive culture change at work through strategic planning, leadership & team development (including EDI Councils), and EDI training & coaching programs. In all her work, she builds trusted partnerships with colleagues and clients. A few of her clients include the University of Calgary, Marquette University, California State University at Northridge, The Kinkaid School, Toyota, Honda, Murad, Seattle Aquarium, Center for Community Solutions, the United Brotherhood of Carpenters, and New York City Dept. of Buildings.

Vincent Wong, Member of the CSIOP EDI Standing Committee
Vincent has dedicated over 15 years to the fields of Industrial-Organizational Psychology and Human Resources. His expertise includes psychometric assessment, organizational design, talent management, and talent acquisition. Passionate about fostering a diverse and inclusive workplace, Vincent has committed his career to enhancing Equity, Diversity, and Inclusion (EDI) both professionally and through community volunteering. As an HR professional, Vincent has led numerous projects to increase workforce representation by recruiting individuals from diverse demographic groups. He also delivers dynamic and inspirational EDI workshops. As a member of the EDI Standing Committee, Vincent works to ensure CPA-CSIOp is accessible to all. Additionally, he serves on the CPA’s Education & Training Committee and the Human Rights and Social Justice Committee. Vincent is also a dedicated Rotarian, actively participating in service projects that benefit the community and promote global understanding and peace.

Melanie Grier, Member of the CSIOP EDI Standing Committee
Melanie Grier is a PhD student in Industrial-Organizational Psychology, SSHRC scholar, and instructor at the University of Calgary, where she completed her MSc and BA(Honours) as a mature student after gaining over two decades of real-world work experience. As a researcher in the Indigenous Organizations’ and Communities’ Research Lab, Melanie’s action-oriented responsive research approach aims to center community-led initiatives, effectively bridging research and practice. Her research interests include organizational change, perceived organizational support, and decolonizing spaces and places. A mother of three with deep local roots, Melanie is dedicated to fostering nurturing communities both within and beyond academia. Involved in grassroots and committee initiatives, Melanie actively contributes to UCalgary’s Indigenization Strategy, i'taa'poh'to'p, writes for a parenting magazine, and volunteers with her community association.
Reflections on Winning the Joan Finegan Award for Outstanding Contribution to CSIOP

By Joshua Bourdage

Dear CSIOP Members,

I am extremely honoured to be this year’s recipient of the “Joan Finegan Award for Outstanding Contribution to CSIOP.” As a member of the CSIOP Executive Committee from 2014 to 2023, this is particularly meaningful, as I have seen just how many members of our community have contributed in special ways to Canadian I-O Psychology. The current CSIOP Executive asked me if I would be interested in putting together a short column to outline some of my takeaways from my time involved with CSIOP – here goes!

Don’t hesitate to get involved

When I was first approached about the possibility of joining CSIOP, I was a bit daunted. I hadn’t been as involved in/able to attend many CPA conferences, and as a student coming out of Calgary, I felt a bit more removed than some of the students in the cluster of southwestern Ontario schools. After some encouragement, I stepped forward for my first role (the Communications Coordinator). In the end, I couldn’t have made a better decision. What I found was that getting involved with CSIOP has been incredibly fulfilling and a wonderful way to become more integrated with the Canadian I-O Psychology community. Through this role, I’ve gotten to know dozens of members of our community, realized how many professionally successful but also personally kind people there are, and built many lasting friendships and collaborations. As such, if you’ve been thinking about getting involved in CSIOP in some way but been hesitant – either on the executive, as a local student representative, or a volunteer at a conference – I would encourage you to take the plunge.

CSIOP as a way to enact meaningful initiatives

One benefit of CSIOP being a smaller, volunteer-run organization is that generally there is quite a bit of receptivity to member ideas or people pursuing projects that they’re personally motivated by. As an example, when I took over as Communications Coordinator, we had no social media presence – and when I broached the idea of creating and maintaining social media accounts this was well received and supported. Over the years, I’ve seen that many of our initiatives are begun by a single member raising important issues, whether that’s been new mentorship programs, awards, enhanced commitment to EDI, or interesting and unique conference sessions. If you have a passion project or idea that you think could make our community better, CSIOP can be a great avenue to accomplish that.

CSIOP as reliant on both experienced and new members

One particularly meaningful event for me was when we hosted a session called “CSIOP at 40” at one of our conferences, and were able to get many of our former chairs to attend the panel. This really highlighted to me that for CSIOP to emerge and endure has relied on the goodwill of so many individuals over a long period of time. Moreover, it highlighted that some folks who were no longer centrally involved with CSIOP had been instrumental at some point in growing and maintaining our society. Over time, I’ve seen that CSIOP thrives the most when we have a mixture of experienced and newer members and leaders. Indeed, having past members step into leadership roles has allowed them to contribute institutional knowledge towards making good decisions, as well as mentorship – while more junior members are typically bring a wealth of new ideas and perspectives. In short, if you’re a senior member of our community and haven’t been as involved of late – CSIOP would love to have you back! If you’re newer, CSIOP can be a wonderful opportunity to build your leadership skills and shape the Canadian I-O landscape in a positive way. And if you’re a student, being involved with CSIOP and attending the conference can be a wonderful way to network and begin to form relationships you’ll have for many years to come.

Thank you once again for this wonderful award. It has been my privilege to be a member of the CSIOP community, and I look forward to being involved for many years to come!
Award Recipients

Congratulations to the award recipients from this year’s CPA convention!

Poster Awards: General

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<td>Amy Barron</td>
<td>Iris Xing</td>
<td>Allister Grapes</td>
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Poster Awards: EDI

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<td>Pearlyn Ng</td>
<td>Shayndel Jim</td>
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RHR-Kendall-Evans Award for Best Student Paper

Damian Canagasuriam

Outstanding Practitioner Award

Helen Ofosu

Outstanding Early Career Researcher Award

Duygu Gulseren
Note: The opinions expressed in this newsletter are strictly those of the authors and do not necessarily reflect the opinions of the Canadian Psychological Association, its officers, directors, or employees. Furthermore, the articles in this newsletter do not necessarily reflect the opinion of the Canadian Society for Industrial and Organizational Psychology.