



CONNECT WOMEN: THE CONFERENCE THAT CELEBRATES & SUPPORTS WOMEN IN BUSINESS

Connect Women is an annual signature event that celebrates and supports women in business. Now in its sixth year, this day-long conference will leave guests feeling excited, engaged and empowered! This year, Connect Women will be held at the historic Trafalgar Castle School, where guests will enjoy a three-course plated lunch.

Emceed by **Tracy Hanson**, Vice President, Network & Member Relations, Ontario Chamber of Commerce, Connect Women 2017 features a jam-packed lineup of inspiring speakers including:

Uchechi Ezurike-Bosse, a business and lifestyle strategist, author, speaker, TV host and founder of My Empowered Living. She's committed to helping passion-driven entrepreneurs (and aspiring

entrepreneurs) increase their wealth, confidence and freedom through mindset mastery, wealth consciousness and proven success strategies. She's been featured as a guest on Hay House Radio and is a regular contributor to The Huffington Post, Canadian Small Business Women and Hat Trick Magazine.

Traci Trimble, a Metaphysician, M.Msc, in the field of energy psychology, who specializes in treating emotional trauma that causes acute stress, anxiety and depression. As an energy worker, her purpose is to share the tools that were instrumental in saving her from a life of clinical depression. As a teacher, she is in service as a business mentor and spiritual guide to women entrepreneurs who are dedicated to creating and maintaining a conscious business. She holds a Bachelor of Arts in Psychology, a Bachelor of Metaphysical Science and received her Bachelor of Education. In addition, she is currently pursuing her Doctor of Energy Medicine and her Ph.D in Metaphysical Counseling.

Jennifer Botterill was a member of the Canadian Women's Hockey Team from 1997-2011 and has attended four Olympic Games. She is a three-time Olympic gold medalist (2002, 2006, 2010) and an Olympic silver medalist (1998). She is a five-time World Champion and was twice named the most valuable player at the World Championship tournaments. Botterill is a graduate of Harvard University and completed her degree with honours. She also played hockey for Harvard and is the only two-time winner of the Patty Kazmaier award, which is given to the top player in women's college hockey. She still holds the NCAA records for most consecutive games with a point and for most points in a hockey career. Jennifer is a keynote speaker and works in television with CBC and TSN.

Connect Women also features a vibrant Marketplace, where guests are encouraged to explore and discover wares from local businesses. Click [here](#) to reserve your spot!



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Happy Belated New Year!

Here comes 2017: this is the year of opportunity for businesses in Whitby. As Chamber President, I am thrilled to be part of this exciting time and looking forward to see the growth of the Whitby Chamber of Commerce (WCC).

For those who might not know - the Whitby Chamber of Commerce is a not for profit, membership based, volunteer driven organization. We have over 700 member businesses and our primary roles are advocacy, fostering a thriving business environment and elevating business in Whitby. The Chamber acts as a partner to member business by promoting them through member-to-member discounts, using members to provide engaging subject matter workshops, and providing Chamber sponsored publications and events.

The WCC along with both the Ontario and Canadian Chambers of Commerce assure a strong voice not only in local business affairs but those provincially and federally as well.

The upcoming Connect Women 2017 conference, the 30th Annual Golf Tournament, Durham Region Business Summit and the Peter Perry & Business Achievement Awards are "must attend" events that are organized and run by our Chamber. It doesn't end there. Members are also given the opportunity to participate in various discount programs including fuel purchases, group health insurance programs and reduced advertising rates in Chamber publications and events. Of course there are also the wonderful monthly networking and connecting opportunities, educational workshops and our famous Java Jolts!

With the growth that Whitby has experienced

and will continue to experience, the Chamber is here to help you and your business succeed. Please feel free to contact one of the amazing staff members at the Chamber office, or come out to one of our business networking or social events, the first one of the year is coming up on Thursday January 28.

As a quick update to the CEO Search, the CEO Search Committee has completed initial interviews with a number of candidates and have recommended several to the Board for second interviews. A subcommittee will be conducting those interviews within the next two weeks, and will provide a recommendation to the board for final interview and approval. We are also interviewing for a new Member Relations Lead with the hope of filling that position in the near future.

The Chamber team is hard at work organizing events, discussing new initiatives and partnerships, and forging ahead full steam. The staff, the board, and our volunteers have stepped up in an incredible way that has allowed the Chamber to move forward with business during this period of transition. My thanks to everyone involved.

Cheers!

Miles Goacher
President, Whitby Chamber Board of Directors

2017 MEDIA PARTNERS



CONNECT BREAKFAST

Thursday, January 26
8:30AM – 10:30AM

JANUARY

REGIONAL CHAIR LUNCHEON

Monday, February 6
11:30AM – 2PM

FEBRUARY

INCLUSIVE WORKPLACES MAKE A DIFFERENCE

Tuesday, February 7
7:30AM – 9AM

WOMEN IN BUSINESS WITH GOCC

Tuesday, February 14
12PM – 2PM

HEART 2 HEART NETWORKING

Thursday, February 16
5PM – 8PM

YEP WILD WESTERN FUNSPIEL

Wednesday, February 22
10AM – 4PM

CONNECT WOMEN

Tuesday, March 21
10AM – 4PM

MARCH

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MEMBER CORNER

Member Corner is a place where WWC members can submit articles that highlight their industry expertise. Email amandas@whitbychamber.org for more information and to submit an article!

WHAT IF YOU HAD A HEART ATTACK AT WORK?

Written by: canaPHEM

Imagine you are at work when suddenly you grab your chest as you are stricken with crushing pain. Your skin turns an ominous greyish greenish colour and you start sweating profusely. You start to struggle to breathe and nausea sets in. You panic, as you know that this is bad. You yell for help (if you can) and a colleague comes in. 911 is called and you wait and hope as your body is deprived of oxygen, which can lead to brain damage in as little as six minutes.

Who do you call for help? What is the plan to alert your colleagues trained in First Aid? Would they know what to do and have the appropriate equipment to help you? Is your workplace ready to respond?

Most workplaces have a first aid kit, somewhere. Some have people trained in first aid, but most don't. Seldom is there a defibrillator on site and often when there is it has not been maintained. Rarely does the organization have an Emergency First Aid Game Plan to bring all the necessary steps together and properly respond to your medical emergency.

Having a fully functioning Emergency First Aid Game Plan is the best insurance you can have for your staff and customers. Workplaces have fire plans – why not an Emergency Medical Plan? So, what is an Emergency First Aid Game Plan?

It is a comprehensive emergency medical response plan for your organization. It outlines the organization's risk of medical emergency and develops a protocol of steps to follow if there is ever an incident. It identifies who and how many people need training and the level of training needed. It determines the availability and location of first aid equipment including defibrillators. It defines the process for dealing with, responding to and managing an onsite medical emergency. It is complex, reliable, practiced and tested but simple to implement and activate. It is a game changer.

Now imagine the mentioned symptoms, but your workplace has in place an Emergency First Aid Game Plan.

You call reception using the company emergency extension, 5555. The receptionist immediately stops what they are doing and answers your emergency call. He announces a code blue over the intercom while sending a group text to the first aid team followed by a call to 911. The team responds and there is no question about who does what or where, and you receive the necessary first aid immediately. If your heart stops, high-quality CPR is started immediately followed by a lifesaving shock from the organization's defibrillator. Your chances of survival have now increased exponentially.

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MAINTAINING EFFECTIVE WORK-LIFE BALANCE

Written by: Tracy Makris, President, Bryson Insurance

The nature of my business, as an insurance broker, allows me to meet new and interesting people every day. Our combination of personal lines, commercial business and specialization in truck fleet insurance, introduces us to all walks of life and the many challenges families and business owners face in today's fast paced environment. Change is constant and work-life balance is a constant struggle.

I love what I do and enjoy belonging to the Durham business community. We are in the "helping" business and by insuring our clients appropriately, we help protect them against unforeseen perils with their personal, home, auto and business requirements.

I would like to share a few thoughts that have helped me to strike a better balance as a mother to two teenagers, a business owner who has just expanded to a second location in Brooklin and after nearly 20 years of marriage,

have just completed building our own home. It makes me exhausted just thinking about it!

Tracy's 5 TIPS for better work-life balance

1. I keep a positive mindset and remind myself daily of everything I have to be grateful for. I try very hard not to allow negativity to be part of my life – at home or at work. I highly recommend the book "A Complaint Free World" by Will Bowen as a guide to the power of positive thinking.
2. I walk to free my head of clutter and read books like "Thrive" by Arianna Huffington, who stresses the importance of getting enough sleep, meditation and making small gestures of kindness. I listen to Brene Brown, a research professor who speaks to the importance of embracing who we are.
3. I plan trips with my family in order to physically get away from our day-to-day surroundings, rediscover and enjoy each other's company... no interruptions including cell phones, emails etc.
4. Maintaining a healthy lifestyle is high on my priority list. Personally,

I have a movement specialist and a nutritionist I reach out to weekly. I also encourage our team to partake in annual community events we help sponsor like relay marathons, duathlons, Tough Mudder, Muderella and multiple 5 KM walks.

5. I surround myself with people who have strengths in areas I don't. I delegate tasks that I simply don't have time to do and align with those who I trust and have confidence in. We are not alone and as part of the Durham community there are those we can help and can help us. It's extremely rewarding in both directions.

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OUR BLOGCARE IN OUR CONTROL: MANAGING INNOVATION IN ONTARIO'S MULTI-PAYER HEALTH CARE SYSTEM

**Business group calls on govern-
ment to adopt auction style process
when procuring for future sustain-
able energy supply**

The Ontario Chamber of Commerce (OCC) is calling on the provincial government to take bold steps to address the affordability challenge of energy pricing in Ontario. In its submission to the Long-Term Energy Plan (LTEP), the organization is calling on government to ensure that future policies regarding energy pricing are affordable, transparent and flexible. One of the submission's top recommendations includes a call for the adoption of a capacity market system.

Under the new Climate Change Action Plan (CCAP), businesses are already facing additional costs. Since the 2013 LTEP, industrial rates in the province have increased by 16 per cent, while the rate for households and small businesses have climbed by 25 per cent. The OCC and its members have consistently reported that the price of

electricity is undermining business' capacity to grow, hire new workers and ultimately remain competitive.

"The Province is at a pivotal point in its planning process regarding the future energy needs of Ontario and it is imperative that future policies respect the concerns of businesses and support future economic growth," said Allan O'Dette, President and CEO of the OCC.

Ontario's energy system would benefit from the implementation of a capacity market. Under this structure there would be significant cost-savings for Ontario's energy consumers through procuring shorter term supply on a cost efficient basis. For a capacity market to be successful in Ontario, the system would feature an auction style process where resources, such as wind, solar, natural gas and demand side resources such as efficiency are compensated for the potential energy they could produce.

"As the provincial government seeks to find solutions to the province's energy challenges, Ontario must strive to balance objectives regarding climate change, renewable resources and maintaining a diverse supply mix without forfeiting the competitiveness and transparency of the capacity

market system," added O'Dette. "This will result in increased accountability and confidence in the energy market for Ontario businesses."

While the Ontario government is to be commended for some of the results it has achieved on the energy file (such as being a world leader in renewable energy resources) the status quo is presently unsustainable for ratepayers.

Contact:

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Ontario Chamber of Commerce
E: rachelstrong@occ.ca
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THE CANADIAN CHAMBER WELCOMES THE NEW CABINET THAT WILL HELP POSITION CANADA AS A GLOBAL LEADER

At this delicate time in Canada's relationships with its main trading partners, the Canadian Chamber of Commerce welcomes the appointment of new cabinet ministers who will help secure and further develop international commercial relations.

"The nomination of the duo made up of Chrystia Freeland as Minister of Foreign Affairs and François-Philippe Champagne as Minister of International Trade, two of the cabinet's most prominent international roles, sends a clear message to our neighbours and economic partners that Canada is ready and willing to take on a leadership role in international issues, especially trade," said the Hon. Perrin Beatty, President and CEO of the Canadian Chamber of Commerce. "As a former international business lawyer, Mr. Champagne will have the necessary experience to take the important projects advanced by Ms. Freeland and bring them to the finish line, especially in the case of Comprehensive Economic and Trade

Agreement, (CETA), between Canada and the European Union," continued Mr. Beatty.

Ms. Freeland has already proven herself to be a distinguished representative of Canada, and her vast experience means that she won't be intimidated by any foreign government. "It is a tall order, but we've seen how capable Chrystia Freeland is with all that she accomplished in International Trade, so I have every reason to believe she'll be excellent in this role," said Mr. Beatty.

The Canadian Chamber of Commerce also welcomes the nomination of Ahmed Hussen as Minister of Immigration, Refugees and Citizenship and of Patty Hajdu as Minister of Labour, and looks forward to working closely with them on the many files that will affect Canadian business.

With this shuffle, Mr. Trudeau is giving himself the team he needs to position Canada as a global leader in business, social issues and climate change.

The Canadian Chamber of Commerce is the vital connection between business and the federal government.

It helps shape public policy and decision-making to the benefit of businesses, communities and families across Canada with a network of over 450 chambers of commerce and boards of trade, representing 200,000 businesses of all sizes in all sectors of the economy and in all regions. News and information are available at chamber.ca or follow us on Twitter @CdnChamberofCom

Contact:

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REDUCING RED TAPE

Your Advocacy Committee of the WCC appreciates the opportunity to tell you about an important initiative we are working on to benefit our members: reducing the burden of administrative “red tape” in government. You told us through various surveys that red tape is a serious impediment to business growth. We listened and we are taking action!

At a recent Ontario Chamber of Commerce (OCC) Annual General Meeting, the WCC put forward a Resolution prepared by the Advocacy Committee. The Resolution was adopted with the solid support of the OCC in championing this important initiative.

This year, your Advocacy Committee continues to actively pursue this important initiative. Committee member Dan White researched best practices in municipal and business collaboration focused on red tape reduction. This resulted in the discovery of an excellent case study

in Calgary which we believe can be improved upon here in Whitby.

Your Committee met with Whitby Mayor Don Mitchell, to review and discuss this initiative, and Mayor Mitchell wholeheartedly agreed to support us. With the Mayor’s encouragement, we scheduled further meetings with Town of Whitby senior administrative staff and secured their support to form a small working group to pilot the initiative. Your Advocacy Committee also appeared before the Downtown Whitby Steering Committee (DWSC) in November to discuss this initiative.

The Advocacy Committee is looking forward to continuing to drive this initiative forward in partnership with the Town of Whitby. We are excited by the many prospective benefits of this pilot project and we will be sure to keep you updated as we pursue this important initiative designed to reduce the administrative burden on your business. Your WCC – working to advocate for you, our members!



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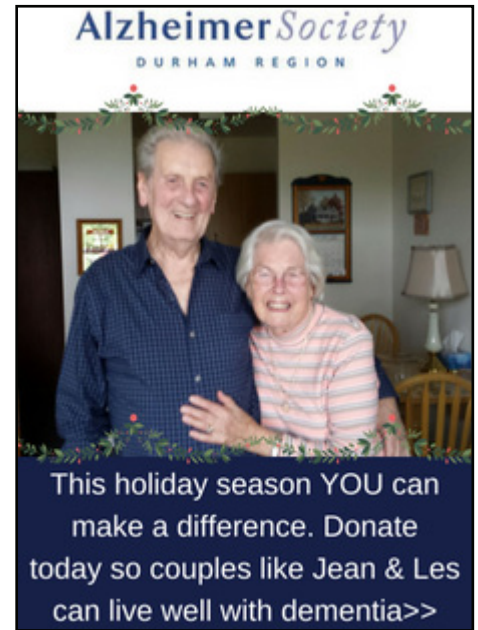


CHAMBER MEMBER DISCOUNT PROGRAM

The member discount program is designed to give Whitby Chamber members and their staff exclusive benefits by doing business with their fellow members. This program encourages local shopping, stimulating and encouraging networking and helping your bottom line by cutting down on your costs. Included with your membership, is the opportunity to take part in the Member to Member Discount Program. Every Whitby Chamber member, and their staff, have the opportunity to participate in, or take advantage of,

this program. Participating businesses provide value added benefits through means of their products and/or services.

This is a program where everyone benefits: you extend special benefits to other Whitby Chamber members for your business, and in return you receive advertising, recognition and referrals at many other businesses, and potentially receive business from more than 750 Chamber members purchasing your products or services. Interested in promoting your own products and services through our Member-to-Member Discount Program? Please contact heather@whitbychamber.org



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Contact: Jill Washington

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TRINITY DESIGN

Contact: Kirsten McGoey

Tel: (905) 925-7529

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FEATURED NEW MEMBER TOGETHER WE ROCK! INC.

Contact: John Draper

Tel: (905) 404-9569

www.togetherwerock.com

The Whitby Chamber of Commerce welcomes Together We Rock! to the growing membership! Together We Rock! was founded in 2003 with the mission to inspire learning and champion leadership to create accessible and inclusive communities. The team helps shape the leaders of tomorrow by travelling to schools, colleges, universities and workplaces to deliver in-person presentations about accessibility. They also provide a wide range of online resources and products. Founder of Together We Rock!, John Draper, believes that anything in life is possible and that each and every person can make a difference. A graduate of the Durham College (DC) Journalism program, John's efforts to promote accessibility and inclusion have earned him provincial and international recognition and awards, including being named a DC Alumnus of Distinction in 2007.

This month, Together We Rock! is hosting Inclusive Working Places Make a Difference, a breakfast networking conference, in partnership with the Chamber. Register here.

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CAMPKIN'S RV CENTRE

Originally called Cedarwood Trailers, Campkin's RV Centre was opened in 1973 and changed to its current name in 1991. With more than 30 years experience in the RV industry, Roland Goreski transitioned from general manager to owner in 2013.

Campkin's has a long history in Southern Ontario and is now a bustling business with a superb selection of RVs and related RV products, along with one of the largest parts inventories in the entire region. The team's mission is to provide a level of service which consistently exceeds customers' expectations by delivering products and services in a professional manner.

In 2015, past president Brad Campkin received Whitby Chamber of Commerce's Business Person of the Year Award at the annual Peter Perry & Business Achievement Awards, recognizing his innovation, outstanding entrepreneurship and community outreach.

8 STEPS TO HELP YOU IMPLEMENT NEW WORKPLACE HARASSMENT REQUIREMENTS

Workplace harassment can have debilitating consequences for victims, their co-workers, and the business. “If there’s even an inkling of this behaviour in the workplace, the situation needs to be addressed immediately,” says Workplace Safety & Prevention Services (WSPS) consultant Charmaine Mitchell. “If workers don’t feel safe, it can have widespread repercussions on employee well-being and organizational productivity.”

That’s why, as of September 8, 2016, the Ministry of Labour (MOL) has assigned employers new responsibilities under the Occupational Health and Safety Act (OHSA). These new responsibilities, an extension of existing requirements around workplace violence and harassment, ensure

- Workers have clear, confidential and optional steps for reporting harassment,
- Workers are able to report the harassment to someone who will address the complaint objectively,
- An investigation and appropriate action will take place based on the facts of the situation.

To help workplaces understand the requirements, the MOL has published a code of practice, including a sample harassment policy and program.

To help you implement a policy and program, Mitchell offers the following eight steps. “Putting an effective policy and

program in place is well worth your time,” she says. “It just makes good business sense.”

1. Review the new requirements and compare them to the violence and harassment policy and program that you should already have in place. If you find gaps, use the code of practice as a guide.
2. Consult with your joint health and safety committee or health and safety representative. It’s more than a legal requirement: it’s an opportunity to generate practical ideas on what needs to change and how.
3. Involve senior management. Get their buy-in on next steps and then invite them to employee training and awareness sessions. “Having senior management introduce the topic with a clear statement that inappropriate behaviour is unacceptable and will not be tolerated sends a message people can’t ignore,” says Mitchell.
4. Train supervisors. “In their role as enforcers of workplace policies, this may be a new competency for some supervisors - understanding the investigation process, and how to protect the rights of the complainant and the alleged harasser.”
5. Train whomever may be conducting a harassment investigation on how to conduct it in an unbiased, impartial way. “It needs to be someone who can be impartial, who can just gather the relevant information about the incident and maintain confidentiality. It requires someone who will not disclose, unless it’s necessary to do so, and not override anyone’s right to privacy.”
6. Inform all employees about the policy

and program. “It could be a toolbox talk, it could be a formal training session, but any training should invite questions and encourage discussion so that misunderstandings can be dispelled.” Post the policy and program details in a conspicuous location where workers are sure to see it.

7. Set up a process to document investigations that ensures privacy for the complainant and the alleged harasser.
8. Schedule a program review at least annually, and certainly after an investigation has been completed, so that you can identify opportunities for continued improvement.

WSPS can help

“WSPS consultants are on hand to guide and support workplaces through the process - explaining the finer points of the changes, helping you draft a personalized policy and program for your workplace, delivering training and awareness sessions, whatever you require. We are here to assist,” says Mitchell.

WSPS also offers extensive resources on developing violence and harassment programs and conducting investigations, including e-courses, classroom training, and complementary downloads.

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Eastview Unit**

THE KIDS



MAYOR DON MITCHELL'S FUNDRAISER — A NIGHT OUT ON THE TOWN

Mayor Don Mitchell is hosting his second annual fundraiser, A Night Out on The Town, on Saturday, March 25, 2017 at Trafalgar Castle. The night will be filled with food, friends, entertainment and music and, most importantly, the funds raised will support local charities, community events and organizations. The leading causes for the 2017 event are Lakeridge Health Foundation and Grandview Children's Foundation, with the remaining funds being distributed through the Mayor's Community Development Fund.

For information on sponsorship opportunities, please contact: WhitbyMayorsFundraiser@gmail.com.

Starting on February 13, a limited number of tickets will be available on a first-come, first-served basis at Whitby Town Hall, Iroquois Park Sports Centre and the Brooklin Community Centre and Library. Tickets are \$150 each.

Facebook: facebook.com/NightOutOnTheTown

Instagram: [#CountyTown](https://www.instagram.com/CountyTown)

FEATURED VOLUNTEER SHANE TERRY - ROUGHLEY INSURANCE

A seasoned insurance professional, Shane has been with Roughley Insurance Brokers Ltd. since 2003. Shane is dedicated to serving the needs of Roughley clients, with a special interest in nurturing new relationships. As the insurance industry evolves, he remains current with industry trends and changes and is actively pursuing his CAIB designation.

A member of the Chamber for nearly 15 years, Shane joined the Young Entrepreneurs & Professionals (YEP) Committee in 2014. YEP was established by a group of volunteers with the goal of designing specific programs, networking events and educational opportunities for membership under the age of 40. Shane has recently become chair of the committee and is eager to continue providing added value to the Chamber membership and the Whitby business community. As a busy Father with a passion for hockey, Shane can always be found at a local arena either coaching his children or playing himself.

6TH ANNUAL CONNECT WOMEN

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connect women

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401 Reynolds St, Whitby

\$75 for members | \$100 for non members

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Emceed by Tracy Hanson, Vice President, Network & Member Relations, Ontario Chamber of Commerce, Connect Women 2017 features a jam-packed line up of inspiring speakers including:



Uchechi Ezurike-Bosse
Business & Lifestyle Strategist



Traci Trimble
Metaphysician &
Empowerment Coach



Jennifer Botterill
Olympic Hockey Gold Medalist

Don't miss out! Register here!

