

Join the IDEAS4GE Innovation Challenge



#IDEAS4GenderEquality

Inclusion, Diversity, Equity & Access Solutions (IDEAS)



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



“Rural & Remote Perspectives”

Equal Futures 2023
A Gender Equality Summit
May 17-18, 2023 | Whitehorse

People, Perspectives and Partnerships



Equal Futures
NETWORK



A CanWaCH Initiative



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Special Virtual Event

May 18th 1:00 - 3:00 pm EDT

EFN-IDEAS4GE Innovation Challenge Report

“Topic Areas & Preliminary Solutions”

Break-out Facilitators

IDEA Group #	Thank you Facilitators/Recorders
1. INCLUSION	Karin Gorgerat/Tammie Ross & Kris McDonald
2. DIVERSITY	Toby Toth & Chantal Fraser
WHITEHORSE GROUP <i>Participants attending from the event may Join one of the Virtual Break-out Groups or engage in the Challenge Process as a Group In-person and rejoin the main zoom group for the report out and wrap-up.</i> IDEA Worksheet/Dotmocracy activity TBD	Joined Groups



The IDEAS4GE Innovation Challenge Process

What is your Main (IDEA) & Sub-Topic?
 Enter the **IDEA topic** and **sub-topic** here...

3+ ?'s

Shared Understanding

First-Things-First
 Note: important steps or factors that can promote an intersectional approach & successful implementation
 Enter your recommendations for 1st things 1st and successful implementation here...

Brainstorm Solutions....
 Then Capture your Innovative Structural or Systemic Solution below

Enter the title of your solution & key bullet points here...

Pre-conscious Biases/Myths?
 Check the Myths/Biases impacting your topic...

- 1 Gender career gaps are the product of choice
- 2 Controlling bias is all about changing individuals
- 3 Focusing on large corporations will change the game
- 4 Just need to "fix/change women"
- 5 Equality is achieved when you treat everyone the same
- 6 Diversity Contravenes Meritocracy
- 7 Other *Enter other myths/biases the group has identified here...*



Putting IDEAS4GenderEquality into Action
 Join the IDEAS Online Collaborative Solution-building Team



GROUP TOPIC SHARED UNDERSTANDING

OPPORTUNITIIES

Open Group Discussion

Preconscious Myths & Biases

INCLUSION

Leadership Behaviour – show the way
(Validating & Reinforcing behaviours that create a space where all can thrive)

- The corporate culture, is set by leaders - from the top down
- Leaders need to set an example
- Leaders at all levels need to;
 - know what they need to learn and why (benefits of inclusion on culture & profits etc.),
 - share skill sets, engage in mentoring to address issues an promote inclusion
 - be open about their feelings with staff and include them in the journey

- **Controlling bias is all about changing individuals** - change needs to occur at the macro levels where the systems are formed.
- **Gender career gaps are the product of choice** - Cannot assume that it is only cis-women who take care of the children and elders. (stay at home Dads, partners & others...)
- **Focusing on large corporations will change the game** - Medium and small-sized organizations need to be included in the change

DIVERSITY

Intentional Intersectional Recruitment
(Job Descriptions Postings, Recruitment Screening, Interview and Hiring Practices promote broad interest and success)

- Leaders need to lead by example
- Drive intentional preparation for Intersectional recruitment to be successful
 - Ask tough questions
 - Understand what needs to change to prepare safe spaces for intersectional talent to grow and succeed
- Hiring managers & supervisors at minimum need to understand how intersectional diversity plays out across the recruitment process

Note: We may receive more this section

- **Members who share common identity factors do not share the same experiences**
 - i.e. Individual who self-identify as a member of particular group i.e. racialized community, 2SLGBTQAI+ community, indigenous group or is living with a particular disability can not speak on behalf of other persons who may share a similar characteristic or belong to that group, they can only speak to their personal experience.

GROUP SOLUTION EXPLORATION

INCLUSION

Leadership Behaviour

Brainstormed Solutions

- Explore Inclusion from a Leaders perspective - What is important?
 - See it from a profit perspective.
 - A means to identify and resolve employee retention problems and challenges.
- Training & Support for Leaders
 - Don't have lot of time for traditional training.
 - May be receptive to creating an inclusive culture for success through mentoring.
- Create mentoring models beyond usual levels of leadership and experience
 - Leaders need to be open minded about how to make mentoring more diverse & inclusive
 - Recognizes the benefits of co-learning.
 - Value individual and group intersectional experience, cultural awareness, language etc.
 - Honours employee skill sets at all levels of the organization.

Final Solution Building Initiative

- SOLUTION TITLE: Motivated leaders maximize profits and retain talent by leaning into inclusion through mentoring**
- List of tools and resources would be helpful.
 - Opportunities to partner with community leaders and non-profit organizations that work with immigrants will help build awareness and a more diverse employee base.
 - Mentoring opportunities need to not just look at partnering people with different levels of leadership or experience, but different perspectives e.g., gender, language, culture, or skill sets.
 - Co-learning opportunities for mentee and mentor can promote inclusion by developing an appreciation for diverse perspectives and experiences.

First Steps to implementing Solution

- Create a message that resonates with leaders
- Determine the best way to reach them
 - Offer training/mentoring in a way that works for the organization and leaders to build capacity to create a culture of inclusion
- Find partners
- Create a list of resources



GROUP SOLUTION EXPLORATION

Intentional Intersectional Recruitment

Final Solution Building Initiative

First steps to Solution Implementation

Final Solution Building Initiative

First steps to Solution Implementation

SOLUTION TITLE: Leading by Example and Advance Preparation - The Key to Successful Intentional Intersectional Recruitment

- Brainstorming & Other Suggestions
- Hiring Process Improvements
 - Include the recruiters' phone numbers and email addresses so that candidates can contact them directly with questions
 - Share interview questions in advance (a big help for Neurodivergent candidates, and for candidates speaking English as a second or third language)
- Transparent wages
 - Some cultures don't negotiate wages, make sure that an equitable offer is made up front.
 - Many immigrants start off at lower wages than their Canadian born peers, because they are simply grateful to get hired.
- Focus on Equity versus Equality
 - Example flexibility on which days are considered statutory holidays. Many religions celebrate things other than Easter and Christmas! Diwali and Chanukah are as important. Some organizations offer everyone a bonus day off, to be taken when it suits them.

- Lead by Example offer Team Development
 - Run mandatory eight-week culture courses, for all staff, or as a minimum hiring managers & supervisors to build capacity/understanding.
- Make the Recruitment Process Accessible
 - Beyond offering accommodations for people with disabilities
 - Create accessible job descriptions & postings by removing or minimizing jargon or hard to understand language
- Identify What is Essential & Just Nice to Have
 - Incorporate only what is necessary to be successful in the role in the job posting
 - Many people with intersectional identities will self-select "out" of an application process when they do not meet all the criteria stated
- Remove Unnecessary Barriers
 - Ensure education & experience is appropriate to what is really required for the position
 - Keep descriptions as simple as possible.
- Brainstormed items on the left can be incorporated to support this solution

- Managers & Leaders
 - Must lead by example
 - Model the behavior they wish to see
 - Need to create a culturally safe and competent staff, before hiring intersectional employees is key.
 - Be prepared to ask tough questions about their organization and current team
- Avoid performative actions!
 - Take real action to create and sustain a culture of belonging. (walk the talk)
 - Support the team in creating a welcoming space for intersectional recruits



Thank you for your IDEAS

Together We Are the Change!



Collaborative
Solution-building



Join Us!

ccew.ca/ideas.html

Création de solutions
Collaboratives





#IDEAS4GenderEquality

Inclusion, Diversity, Equity & Access Solutions (IDEAS)



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



Collaborative Solution-building



Our Journey Continues
“Putting IDEAS into Action”

Création de solutions Collaboratives



Notre voyage continue
“Mettre les IDÉAS en action”