

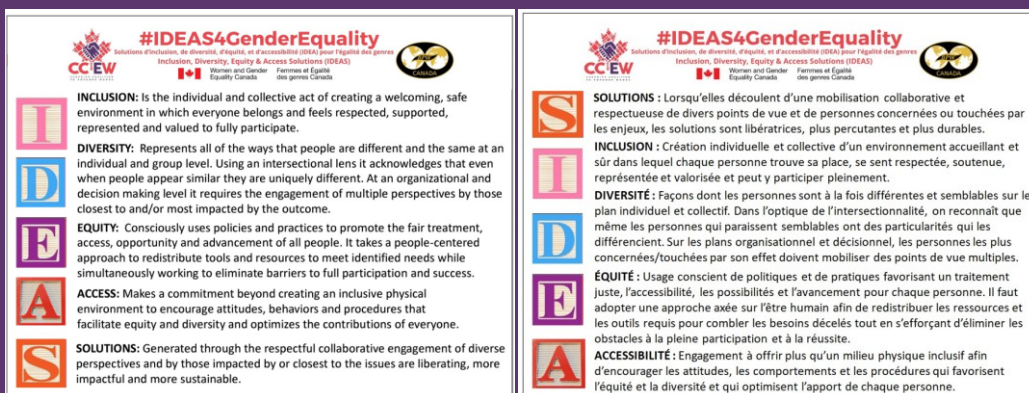
Lead Facilitator: Thought Starters

Note: this is a sample PPT used to deliver the IDEAS4GE Innovation Challenge workshop held in conjunction with IDEAS4GE Community Building Events.

Feel free to use it as a base to develop a PPT presentation or visuals to support your own Innovation Challenge activity.

Next slide

The IDEAS4 Gender Equality – Definitions



Lead Facilitator: (1 minute)

The IDEAS4GE Innovation Challenge was developed to support the IDEAS4GE project and Community Building Events. (Facilitators can *learn more about the project* @<https://ccew.ca/ideas/>)

The IDEAS4GE definition handout shown here, is the first of two foundational resources used in developing the Challenge process and will guide our exploration of inclusion, diversity, equity, and access solutions today. (See the IDEAS4GE Definition handout on the solution website)

Note: *Regardless of whether your challenge activity follows a panel discussion or experts sharing insights into the benefits of integrating Inclusion, Diversity, Equity and Access practices in their daily operations or is a stand-alone activity you will want participants to know that the challenge activity is based on how these concepts may appear in the workplace.*

It is not intended for you go through each in detail at this time. You may have made them available in pre-event engagement or resource sharing and participants will have then to review during the challenge.

Your organization may have begun to define similar concepts to guide inclusion efforts.

The IDEAS4 Gender Equality Innovation Challenge

Brings it all Together



The 50 – 30 Challenge: Your Diversity Advantage

Now it is your Turn to Explore
IDEAS4GE Opportunities

Lead Facilitator: (1 minute)

The second resource used to create the materials for the innovation challenge activity is a three-page handout. This resource was developed by the IDEAS team in consultation with the KPMG and 50-30 Challenge What Works Took Kit (WWTK) Teams.

It provides an inclusion, diversity, equity, and access lens to explore a variety of topics and resources that business owners of every size and sector, not-for-profit and civil society organizations and governments at all levels identified as important to create an inclusive workplace

Facilitators can learn more about the 50-30 Challenge and the WWTK @ <https://whatworkstoolkit.50-30tools.ca/>

ABOUT THE 50 – 30 Challenge & The What Works Tool Kit

Two Goals for Boards & Senior Management

- Gender Parity
(“50%” women and/or non-binary people)
- Significant Representation
(“30%” diverse representation of individuals
identifying as belonging to other equity-
deserving groups)
- What Works Tool Kit



Lead Facilitator: (1 minute)

You can skip this slide if you do not wish to provide more information about the WWTK at this time, or you can simply invite participants to explore the What Works Tool Kit at their leisure following your event.

For your reference: The WWTK is designed for organizations interested in:

Achieving Gender Parity – with 50 % Women/and/or non-binary persons on Canadian Boards and senior management and,

Significant Representation – of 30% representation of other equity deserving groups within our communities, including

- ▶ Racialized, Black, and/or People of Colour,
- ▶ People living with disabilities (including invisible and episodic disabilities),
- ▶ 2SLGBTQ+ and/or gender and sexually diverse individuals and
- ▶ Indigenous Peoples

Discussion Topics (IDEAS4GenderEquality)

Inclusion

Leadership Behaviours – Show the Way
Individual Empowerment Practices
Safe Community & Culture of Trust
Sense of Belonging & Authenticity

Diversity

Intentional Intersectional Recruitment
Team Support – Respect & Celebrate
Motivation & Impact
Data Collection & Data-based Decision Making
Employee Engagement

Equity

Supporting Policies and Process
Leadership Availability
Tools & Resources for Advancement
Bias & Barrier Reducing Systems & Structures
Flexible Working Arrangements & Opportunities

Access

Job/Workspace Design
Accessible Knowledge Sharing
Barrier Free Mentorship, Sponsorship & Career Coaching
Individual Accountability
Training & Up-skilling

Lead Facilitator:(1.30 minutes)

The items listed for each of the (IDEA) headings are based on stakeholder engagement in the body of work by BPW Canada/CCEW and extensive consultations with KPMG and 50-30 ecosystem partners. We know there are many ways to make an impact, and that there is no one-size-fits-all solution.

There is, however, one consistent question organizations broaching the topic of gender equality ask, and that is **Where and How do I Begin?**

Under each of the main topics of Inclusion, Diversity, Equity or Access you will see four to five key areas of opportunity.

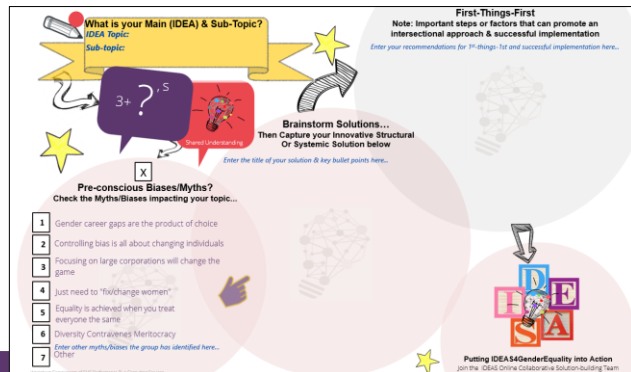
We know that gender equality as demonstrated by a more balanced representation, equitable opportunities and access that values the contributions by women in all their diversity to the Canadian economy and society, will only be achieved through impactful Inclusion, Diversity, Equity and Access solutions.

It will take the collaborative engagement of multi-stakeholders across all sectors of society working in partnership with those most impacted by the systemic barriers and obstacles. Many of these challenges were exacerbated by the pandemic and their lingering fallout continues today.

We know what the issues are & NOW is the time for tangible solutions and meaningful actions!

ABOUT THE IDEAS4 Gender Equality Innovation Challenge

- Sharing insights and lived experiences
- Developing a shared understanding
- Exploring myths & biases
- Brainstorming IDEAS
- Generating an innovative systemic solution



Lead Facilitator:(30 seconds)

The IDEAS4Gender Equality Innovation Challenge

Is about

- ▶ Sharing our diverse experiences and insights to develop a Shared Understanding of the topic we have chosen to discuss
- ▶ Identifying Myths and Biases that may impact our topic and solution-building
- ▶ Generating impactful systemic IDEAS for Gender Equality
- ▶ Ultimately taking steps to put our IDEAS into Action

The IDEAS4GE Innovation Challenge Space



- An interactive learning experience
- Everyone has something to add to the discussion.
- We all approach issues from a different lens
- Be open and respectful of new & different ideas
- Be mindful of your perspectives, emotions, and those of others
- We welcome insights and IDEAS but there is No pressure to share personal experiences
- Some people may be triggered – please feel free to take a break if needed
- Mindfulness, openness, and respect are key to innovative solution-building
- It is the diversity of this group's experience, roles, and positions that will add to the innovative synergy across the group discussion

Lead Facilitator: (1 minute)

As we prepare to engage in the innovation challenge, we invite you to consider that this is

An interactive learning experience

Which Recognizes

- ▶ That everyone has something to offer to the discussion and that,
- ▶ We all approach issues from a different lens

We invite you to

- ▶ Be mindful of your perspectives, emotions, and those of others and,
- ▶ Be respectfully open to new and different ideas

We welcome and encourage

- ▶ You to share insights and Ideas but there is no pressure to share personal experiences
- ▶ Mindfulness, openness, and respect as they are key to innovative solution-building

In your discussions

- ▶ You may feel the need to take a break - please feel free to do so

Getting Started

- We will pause the Hybrid meeting format during the IDEAS Challenge (In-person table discussions & the Virtual Zoom Rooms will meet independently)
- Simultaneous translation will not take place during the breakout discussion.
- We have assigned the main topics of (Inclusion, Diversity, Equity or Access) according to identified areas of interest in the pre-event and language (French, Bilingual or English) based on the preferred language noted in your registration.
- We want to have a balanced number of participants at each table. (If you need to shift to more fully engage in the challenge discussions or if members of the same organization want to split up to network with others you are free to do so)

Lead Facilitator:(1 minutes)

Let's get started: (incorporate as appropriate instructions related to hybrid and/or bilingual events)

When we begin the challenge, we will put the hybrid meeting on pause and temporarily say goodbye to our virtual participants.

- ▶ They will enter their virtual zoom breakout groups, and
- ▶ Our in-person participants will engage in their break-out discussion at their tables
- ▶ Simultaneous translation will not take place during the breakout discussion.
- ▶ As such, we have assigned the **main topics of (Inclusion, Diversity, Equity or Access)** and the **language for interaction (French, Bilingual, English)** according to identified area of interest and preferred language of engagement in the registration and pre-event page.

We have strived to achieve a balanced number of participants at each table (however, before we begin, if it will assist you in more fully engaging in the challenge discussions or if members of the same organization would like to split up to network with others, you are free to shift to another table)

The Challenge will begin with an **individual activity**

GROUP #1 INCLUSION

IS THE INDIVIDUAL AND COLLECTIVE ACT OF CREATING A WELCOMING, SAFE ENVIRONMENT IN WHICH EVERYONE BELONGS AND FEELS RESPECTED, SUPPORTED, REPRESENTED AND VALUED TO FULLY PARTICIPATE.

DIRECTIONS (INDIVIDUAL WORK)

BEFORE YOU BEGIN AS A GROUP, TAKE A MOMENT TO REFLECT ON YOUR OWN. REVIEW THE OPPORTUNITIES AND DESCRIPTIONS IN THE COLUMNS TO THE RIGHT.

1. CONSIDER WHICH ITEM YOU WOULD LIKE THE GROUP TO DISCUSS. IT MAY BE A PERSONAL TOPIC OF INTEREST OR AN ITEM THAT YOU BELIEVE WILL SPARK SOME INTERESTING DISCUSSION.

2. SELECT THE TWO TOPICS YOU WOULD LIKE TO EXPLORE AND PLACE A DOT IN THE COLUMN TO THE RIGHT.

3. QUICKLY, GAIN GROUP CONSENSUS ON THE TOPIC THAT THE GROUP WILL EXPLORE AND MOVE ON TO THE SOLUTION-BUILDING EXERCISE.

Opportunities	Description	Place your Dots
Leadership Behaviour	Validating & Reinforcing behaviours that can create a space where all can thrive	••
Individual Empowerment Practices	Inspire & Promote Individual Success across career lifespan (Onboarding, Mentoring, Sponsorship and Career Coaching)	••••
Safe Community Culture of Trust	Shared Ownership & Accountability to create a safe and respectful environment for all	•••
Sense of belonging & Authenticity	Values promoting your authentic self at work and in your daily interactions	•••

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Lead Facilitator: (1:30 minutes)

(incorporate as appropriate instructions related to hybrid and/or bilingual events)

When we officially break into our discussion groups, you will start with an individual activity.

Although the activity will kick off the challenge for both the In-person and Virtual participants, the way you will engage in it will be slightly different.


For the In-person groups – Table Facilitators will have a large worksheet that reflects the main topic and opportunities for the table. Which is inclusion for this example.

Facilitators will issue two sticker-dots to each participant at the table

Note: The sub-topic opportunities listed for each of the IDEA headings have been drawn from the extensive consultations conducted by the 50-30 Challenge and KPMG teams. In collaboration with the KPMG & 50-30 team, the IDEAs team have identified 4-5 opportunities for your consideration.


- ▶ Once you have quickly reviewed the opportunities and associated descriptions you are asked to place your dots beside the two items that you would like to explore with the group.
- ▶ This is a quick independent task that is completed on your own without discussion.

Next slide shows virtual image



The Challenge will begin with an **individual activity**

Group #1 INCLUSION



INCLUSION

Is the individual and collective act of creating a welcoming, safe environment in which everyone belongs and feels respected, supported, represented and valued to fully participate.

Directions (Individual work)

Before you begin as a group, take a moment to reflect on your own. Review the opportunities and descriptions in the columns to the right.

1. Consider which item you would like the group to discuss. It may be a personal topic of interest or an item that you believe will spark some interesting discussion.
2. Select the two topics you would like to explore and enter them into the Chat.
3. Quickly, gain group consensus on the topic that the group will explore and move on to the solution building exercise.

Opportunities	Description	Item Number
Leadership Behaviour	Validating & Reinforcing behaviours that can create a space where all can thrive	1
Individual Empowerment Practices	Inspire & Promote Individual Success across career lifespan (Onboarding, Mentoring, Sponsorship and Career Coaching)	2
Safe Community Culture of Trust	Shared Ownership & Accountability to create a safe and respectful environment for all	3
Sense of belonging & Authenticity	Values promoting your authentic self at work and in your daily interactions	4

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Lead Facilitator: ⚡ (1 minutes)

For our Virtual participants - Facilitators in the Zoom Break-out Rooms, will show this type of slide and ask you to select two numbers for the topics that you would like to discuss and enter them into the Chat.

Similar to the dots exercise, the topic number chosen by the greatest number of participants, will be the sub-topic the virtual group will explore during the Challenge activity.

- ▶ This activity should take only few minutes for the group to complete.
- ▶ If there are two equally high-ranking topics the facilitator will assist the group in coming to consensus on one item of focus.

Task

Your group will work together to complete the 6-step IDEAS4GE Innovation Challenge process.

The Challenge Process

1. Begins with a quick individual activity that leads to the group deciding on the sub-topic of focus
2. Develops a shared understanding of the Sub-topic you selected
3. Identifies Myths & Biases that could impact your topic
4. Brainstorm potential systemic or process-based solutions related to your topic
5. Select one item on which to outline key bullet points and important elements of your solution
6. Indicate important 1st steps for success and ways to ensure your solution is inclusive and explored from an intersectional perspective

Lead Facilitator:(1 minute)

After you have selected the topic that your group will explore.

Your group will work together to complete the six-step IDEAS4GE Innovation Challenge process.

You are encouraged to take time to understand your selected topic from different perspectives.

To listen, learn and ask questions before jumping into generating solutions.

Each table has an assigned facilitator who will help to guide the group through the challenge steps of building understanding, exploring some potential myths and biases impacting your topic, brainstorming ideas and work on developing one systemic/structural solution.

Group #1: INCLUSION

(In-Person Table Discussion)

What is your Main (IDEA) & Sub-Topic?
IDEA Topic: _____
Sub-topic: _____

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...

- ☐ Gender career gaps are the product of choice
- ☐ Controlling bias is all about changing individuals
- ☐ Focusing on large corporations will change the game
- ☐ Just need to "fix/change women"
- ☐ Equality is achieved when you treat everyone the same
- ☐ Diversity Contravenes Meritocracy
- ☐ Other

Enter other myths/biases the group has identified here...

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

Instructions

Write in the topic the group has selected to explore (in the gold banner in the top left corner of the worksheet (Assign a recorder)

Now take time to discuss the topic so that everyone has shared what it means to them, their observations or lived experiences and/or why it is important to promote INCLUSION.

Consider potential myths or biases impacting your topic and place an X in the check boxes that apply.

Next, begin to brainstorm and discuss potential systemic or structural responses to support your topic. Draw together similar or related items to arrive at a descriptive title for your response

Capture a summary of your group's innovative structural or systemic solution with supporting bullet points under your title.

Finally, in the (first-things-first) section, note important steps or factors that your group suggests will help to promote an intersectional approach and successful implementation.

Lead Facilitator:(1 minute)

All groups will select a recorder to capture their notes as they progress through the Innovation Challenge.

In-person Group Recorders will use a graphic worksheet like this display, to capture a summary of their discussion (recorders can also use additional note pages if they so choose)

I will review this process with you shortly.

Click to display the word document for the virtual recorders to capture their notes

Virtual Group Recorder Note Taking Document

IDEAS4GenderEquality Innovation Challenge
Systemic Solution Building Activity

Group Recorder Note Taking Document: The Group Recorder will use this document to capture the notes from the group's discussion as the progress through the IDEAS Innovative Challenge circle worksheet.

Group # _____
Date : _____

Topic : ☐ INCLUSION
☐ DIVERSITY
☐ EQUITY
☐ ACCES

1. What is the sub-topic the group selected to explore? (Group Zoom chat consensus):

2. Capture some general common themes that arose as the group worked to develop a shared understanding of your topic?

3. What are some pre-conscious myths or biases that influence the issue you are discussing?
(Highlight those that apply to your topic and add other items as required)
 1. Controlling bias is all about changing individuals
 2. Gender career gaps are the product of choice
 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:

4. Brainstorm Potential Solutions? (Capture all Brainstormed items below)

5. From the brainstormed items the group will select one solution topic/item that they will explore further in their solution-building task.
 - **Solution Title:** (Enter your solutions title? It a systemic/structural solution?
Note: You can come back to fitness your title at the end of your work.

 - **Describe a few critical or main pieces of your solution:** Use short form bullet points.

6. What important first steps did you identify to promote an inclusive and successful implementation plan for your solution?

Lead Facilitator: (1 minute)

Virtual Group Recorders will use a Word file that follows this same step-by-step process outlined in the graphic worksheet.

Click to take participants through the graphic image of the Innovation Challenge process

Group #1: INCLUSION

(In-Person Table Discussion)

What is your Main (IDEA) & Sub-Topic?
IDEA Topic: _____
Sub-topic: _____

First-Things-First
Note: Important steps or factors that can promote an intersectional approach & successful implementation
Enter your recommendations for 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 Enter other myths/biases the group has identified here... Other

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

Instructions

(Assign a recorder to take notes)

Write in the topic the group has selected to explore (in the gold banner in the top left corner of the worksheet (Assign a recorder)

Now take time to discuss the topic so that everyone has shared what it means to them, their observations or lived experiences and/or why it is important to promote INCLUSION.

Consider potential myths or biases impacting your topic and place an X in the check boxes that apply.

Next, begin to brainstorm and discuss potential systemic or structural responses to support your topic. Draw together similar or related items to arrive at a descriptive title for your response

Capture a summary of your group's innovative structural or systemic solution with supporting bullet points under your title.

Finally, in the (first-things-first) section, note important steps or factors that your group suggests will help to promote an intersectional approach and successful implementation.

Lead Facilitator: (2 minutes)

Your breakout group facilitator will guide you through the worksheet.

We know that it is human nature to want to jump right into suggesting solutions.

You can see that the process reinforces the importance of engaging all group members in open discussion about what the topic means to them. This open discussion up front will help everyone at the table develop a broader understanding of the diverse needs and issues associated with your sub-topic.

Gaining a clear understanding of the topic from diverse perspectives will help you to consider the pre-conscious myths or biases associated with your topic.

With this shared understanding you will brainstorm some potential solutions and select one fresh idea that is not business as usual – it may be something we have not quite seen before, a combination of tweaked brainstormed responses or perhaps encourages an unusual partnership be formed.

Next the group will list a few bullet points that will indicate key aspects of the proposed solution and will attempt to create a short descriptive title for their solution.

Take special care to make sure that the solution is structural, systemic or process based.

Finally, you will capture a few important steps or actions that will encourage incorporating an intersectional perspective into the solution design and will promote successful implementation?

Table #'s & Topic Assignment

IDEA - Discussion Topics & Language

- **Anglophone Tables:** #4 & #8
- **Bilingual Tables:** #1, #3, #5, #7, #9, #11, #13, #15, #17 & #19
- **Francophone Tables:** #2, #6, #10, #12, #14, #16, #18, & #20

In-Person Table Main Discussion Topics

INCLUSION - (Table 1, 2, 3, 4, & 5 Facilitators: Name/Name/Name/Name/Name)

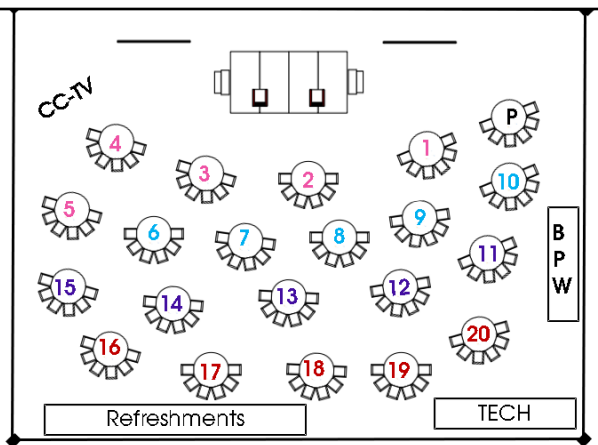
DIVERSITY - (Tables 6, 7, 8, 9 & 10 Facilitators: Name/Name/Name/Name/Name)

EQUITY - (Tables 11, 12, 13, 14, 15 Facilitators: Name/Name/Name/Name/Name)

ACCESS - (Tables 16, 17, 18, 19 & 20 Facilitators: Name/Name/Name/Name/Name)

Zoom Bk-out Room Facilitators: Group assignment TBD

Name, Name, Name, Name, (and Virtual Hosts)



Lead Facilitator: : **1 minute** (Incorporate as appropriate instructions for hybrid and bilingual events)

Each table has been assigned a

- **Main Topic** (Inclusion, diversity, equity or access),
- **Language** (English/French or bilingual - if appropriate)
- **Discussion Facilitator/Guide** (will ask for a volunteer recorder)

Note: Lead In-person or virtual facilitators: can pre-assign the break-out groups based on the participants expressed areas of interest in pre-event engagement or have participants choose their seating based on the identified topic and language visible upon entry to the meeting space, or assigned by the virtual meeting host.

The **Zoom and in-person** lead facilitators will incorporate enough time (approximately 15 minutes) to conduct their own 1st level report out to gather information to prepare a summary report to the whole Hybrid group when the group reconvenes at the established time.

Note : To ensure the group will experience a sense of satisfaction in completing their task, Facilitators can refer to the suggested timing for each of the challenge process steps in the Innovation Challenge Timeline Guidelines and Break-out group Facilitator's Tips and Training Resource.



Come Back Together/Hybrid Pause

See you @ XX:XX am or pm

Let the IDEAS begin!

Lead Facilitator: (1 minute)

Before we pause the Hybrid Meeting and start the Innovation Challenge, let's synchronize our time so that we all come back together at the established time for a summary report out and event wrap-up.

This will allow time for a 15 – 20 minute report out and wrap-up in the large group or Hybrid meeting space.

(Have fun and see you at () enter the established time to reconvene.

Note: (Typically, one hour)

Note: If you are holding a hybrid event with simultaneous translation let them know you will put the hybrid event and translation on Pause and enter the time the group will reconvene.

The Challenge will begin with an **individual activity**

GROUP #1 INCLUSION

IS THE INDIVIDUAL AND COLLECTIVE ACT OF CREATING A WELCOMING, SAFE ENVIRONMENT IN WHICH EVERYONE BELONGS AND FEELS RESPECTED, SUPPORTED, REPRESENTED AND VALUED TO FULLY PARTICIPATE.





DIRECTIONS (INDIVIDUAL WORK)

BEFORE YOU BEGIN AS A GROUP, TAKE A MOMENT TO REFLECT ON YOUR OWN. REVIEW THE OPPORTUNITIES AND DESCRIPTIONS IN THE COLUMNS TO THE RIGHT.

1. CONSIDER WHICH ITEM YOU WOULD LIKE THE GROUP TO DISCUSS. IT MAY BE A PERSONAL TOPIC OF INTEREST OR AN ITEM THAT YOU BELIEVE WILL SPARK SOME INTERESTING DISCUSSION.

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Opportunities	Description	Place your Dots
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Individual Empowerment Practices	Inspire & Promote Individual Success across career lifespan (Onboarding, Mentoring, Sponsorship and Career Coaching)	
Safe Community Culture of Trust	Shared Ownership & Accountability to create a safe and respectful environment for all	
Sense of belonging & Authenticity	Values promoting your authentic self at work and in your daily interactions	

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(This slide can be on display for 5 minutes as the groups engage in the individual dotmocracy activity)

What is your Main (IDEA) & Sub-Topic?
IDEA Topic: _____
Sub-topic: _____

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 Enter other myths/biases the group has identified here... Other _____

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

Worksheet: Components of SMC Performance Plus Consulting Services

On display for the duration of the challenge in person event room, leading up to th1st step report out.



Lead Facilitator: (approx. 15 minutes)

See detailed facilitator training and tips resource for more report ideas.

Note for the Event Lead Facilitator: The process for report out will vary based on the number of breakout groups and whether the event is an in-person, virtual or hybrid event. Report out tips can be found in the Facilitator Training & Tips Resource

If the challenge is a hybrid event the lead facilitator will (15 minutes before the established time to reconvene both the in person and virtual participants) begin to gather information for their 1st level summary report for the in-person participants as outlined under Hybrid Event.

If it is In-person event the lead facilitator will manage the report out based on the number of groups.

If there are more than one group for each of the “IDEA” topics and additional specific language groups (EN, FR or Bilingual), the in-person Lead Facilitator and designated reps, will circulate around the room to capture notes for each group and synthesize all the group solution topics that will then be shared with the larger in person group by lead facilitator.

If it is a virtual event the lead facilitator will reconvene the individual Zoom break out groups to provide a brief 2-minute summary report from each group to the whole virtual meeting space. (10-15 minutes)

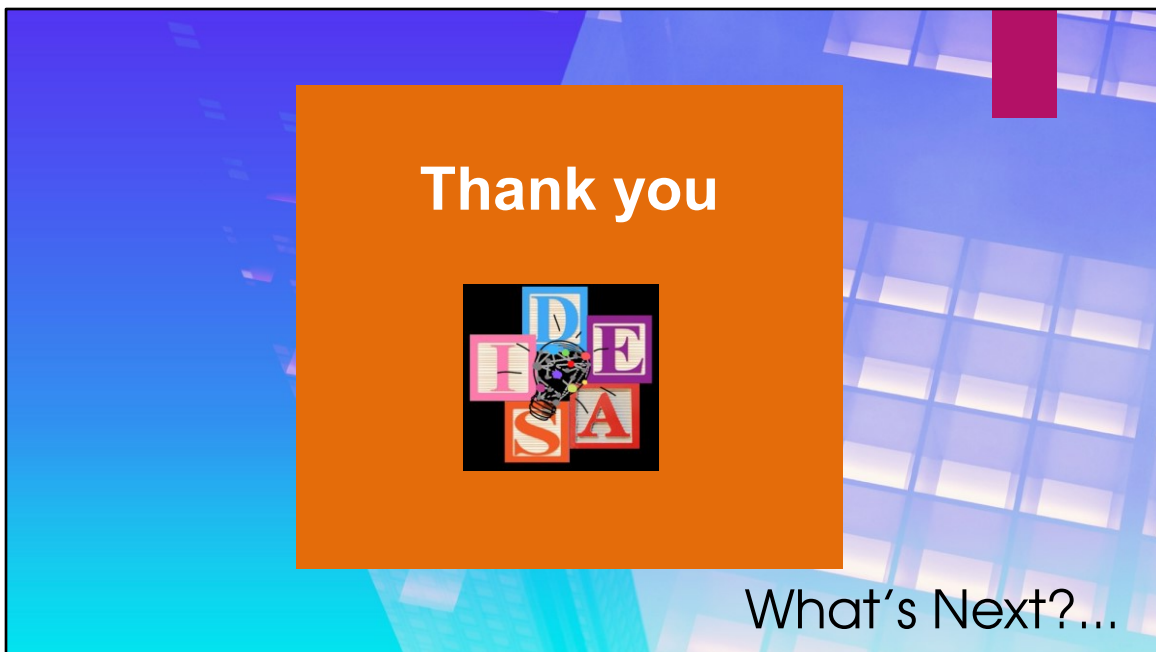
A Hybrid Event report out will be a two-part process.

The Virtual Lead Facilitator will reconvene the individual Zoom breakout rooms to the larger Zoom meeting space ensuring to provide enough time for each group to provide a 2-minute report back to larger zoom group. Assuming 4 groups, one for Inclusion, Diversity, Equity and Access, we suggest allocating a minimum 10 -15 minutes for the report out before the virtual group is scheduled to rejoin the Hybrid Meeting space. This will provide time for the virtual lead facilitator to collect and summarize the solutions and overall experiences to be summarized and shared with the whole hybrid group on behalf of the zoom participants.

The In-person lead facilitator will similarly manage the report out for the in-person participants based on the number of groups.

If there are more than one group for each of the “IDEA” topics and additional specific language groups (EN, FR or Bilingual), the in-person facilitator and designated reps, will circulate around the room to capture notes for each group and synthesize all the group solution topics.

The Lead In-person/event Facilitator will ask the designated **Virtual Lead facilitator** to provide a synthesized summary report out on behalf of their collective (Virtual Group discussion) and will then provide the in-person summary report to the larger Hybrid group and wrap up the event.



Lead Facilitator: (1 minute)

Thank you for your IDEAS.

Wrap-up

Through the Innovation Challenge Activity, we very briefly experienced how important discussions and innovative solutions can begin to take shape. We likely also discovered that arriving at structural, systemic or process solutions is not always easy. It requires creating a safe, respectful space that allows us to openly acknowledge potential implicit biases that may limit our thinking. It also is clear that for sustainable successful implementation we will need to ensure that those most impacted by the solution participate in its co-creation.

When we engage and empower others to explore innovative IDEAS with an intersectional GBA+ gender lens - a powerful, untapped strategy emerges and the overall well-being and fiscal sustainability of our organizations and community is strengthened.

Today's activity is just the beginning of putting IDEAS into Action...

If appropriate, this is where the Lead facilitator or Senior Management/Labour representative would share the next steps.