

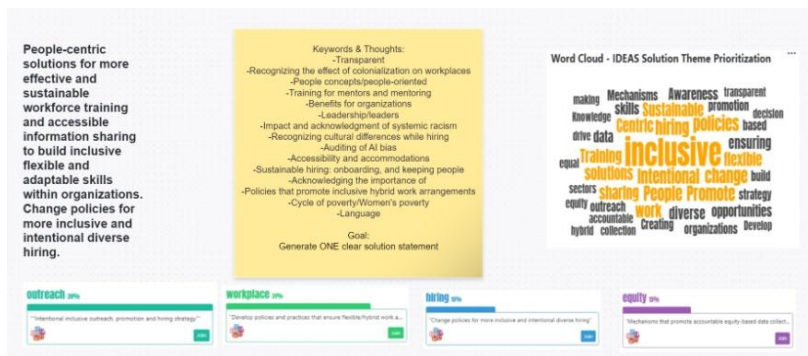
IDEAS4GE 1st DRAFT Solution Statement

“Concept Notes - Terms & Historical Background”

OUR SOLUTION TITLE - A Transparent People-centric Hiring Strategy for the Times

The 1st Draft Solution Statement/Title and Rationale is based on the notes collected during the SBs whiteboard discussion and a related historical concept review sparked from these discussions.

The whiteboard discussion built upon the consolidated “priority solution themes” from the August 12th IDEAS4GE event and Solution-builders poll (Oct 13-27th). SBs identified specific priority areas of interest for the solution themes items under each of the Inclusion, Diversity, Equity and Access pages on the Solution-Builders workspace.



2nd Draft Solution Statement & Rationale: (Nov 10)

The solution statement and attached rationale attempts to reflect the wide range of thoughts generated during the Oct 27th whiteboard discussion.

We understand that as we move forward to clearly define the solution purpose, scope and its' core components that aspects of this discussion will be further refined and incorporated into our solution design.

Our task in this activity is to gain consensus on the "Solution Statement" and the overall rationale for why organizations in this current reality need a fresh step-by-step approach to hiring.

OUR SOLUTION/TITLE - A Transparent People-Centric Hiring Strategy for the Times

Rationale: Designing a fresh step-by-step **Hiring Strategy** that uses a **Learning Organization** and **Gender Based Analysis Plus (GBA+)** **Framework** and embeds insights from applying a **Trauma Informed and Anti-Racism and Anti-Oppression Lens (ARAOL)** to systematically change workplace hiring & retention practices.

Organizations will be able to attract a **Diverse** applicant pool through a pathway of **Intentional outreach, recruitment, retention, and belonging practices** that use **bias-free language** that is sensitive to people's sex, race, age, abilities, capabilities, and promotes health and well-being.

It acknowledges the changing face of the workplace i.e. **accommodating flexible/hybrid work arrangements** and the importance of a **complimentary Retention Strategy** that uses **equitable data-driven hiring and leadership decision-making** to promote **leadership and career advancement Policies and Practices** through **Accessible Knowledge Transfer, Training, Mentoring & Skill-building**.

We understand that these are tumultuous times and that the current realities faced by the Canadian workplace, marketplace and communities are exacerbated by a nation grappling with how to move forward from a prolonged state of crisis. What began as an unprecedented global health threat, COVID continues to threaten every aspect of how we make our way in the world. “We are living amid the first global mass trauma event for several decades. It's arguably the first of its kind since World War Two, and likely the first of such severity in our lifetime.” ([How to heal the ‘mass trauma’ of Covid-19](#)).

The trauma, instability and growing awareness of the inequities and inadequate societal systems can seem overwhelming to organizations attempting to move forward. Despite the reality of this discomfort - this time - offers great opportunities.

The systemic solution proposed by the IDEAS4GE Solution-Builders focuses on bringing stability to the Canadian Workplace through a progressive people-centric hiring strategy. Using a Learning Organization and Gender-based Analysis Plus (GBA+) framework and applying a Trauma Informed and Anti-Racism and Anti-Oppression Lens (ARAOL) we can systematically change workplace hiring & retention practices. Organizations will be able to attract a Diverse applicant pool through a pathway of Intentional outreach, recruitment, retention, and belonging practices that use bias-free language that is sensitive to people's sex, race, age, abilities, capabilities, and promotes health and well-being.

See some supporting terms and concepts below.

Recognizing the Impact of Trauma & Historical Systemic Racism:

[What being Trauma informed can tell us about this time of crisis](#)...Anxiety and biological stress responses, which might be new experiences for some as a result of COVID-19, already affect many families in the United States and abroad:

A 2019 report by the Centers for Disease Control and Prevention found that 61 percent of adults in the sample of 25 states reported experiencing at least one type of ACE, and one in six experienced four or more ACEs.

A recent World Health Organization study found that the estimated total annual costs attributable to ACEs were \$1.33 trillion a year (\$748 billion in North America and \$581 billion in Europe). These data demonstrate the reach of trauma on a large part of the planet, as well as the significant costs.

- Although trauma affects all demographic groups, it [disproportionally affects women and people of color](#), who are at a greater risk of experiencing four or more ACEs Adverse Childhood Experiences (ACEs). This body of work is about preventing early trauma to improve health in adulthood. This concept is expanded upon in discussion points below related to traumatic events, historical racism and intergenerational trauma.

Recognition of Trauma & Historical Systemic Racism:

Traumatic events involve (1) experiencing a serious injury to oneself or witnessing a serious injury to or the death of someone else; (2) facing imminent threats of serious injury or death to oneself or others; or (3) experiencing a violation of personal physical integrity.

Traumatic events can have a wide-ranging impact on person's functioning and can cause increased anxiety, depression, symptoms of post-traumatic stress disorder, difficulty managing relationships, difficulty with learning and other challenges.

Historical trauma is a form of trauma that impacts entire communities. It refers to cumulative emotional and psychological wounding, as a result of group traumatic experiences, transmitted across generations within a community (SAMHSA, 2016; Yehuda et al., 2016).

This type of trauma is often associated with racial and ethnic population groups in who have suffered major intergenerational losses and assaults on their culture and well-being. The result is traumatic stress experienced across generations by individual members of targeted communities, their families, and their community.

The impact is not only about what has or what is still happening in the actions by others that serve as (Evans-Campbell, 2008). Historical trauma is best understood from a public health perspective as it has implications for health of individuals and co-managing stressful life events that shapes us.

Racial trauma (also known as race-based traumatic stress) refers to the stressful impact or emotional pain of one's experience with racism and discrimination (Carter, 2007). Common traumatic stress reactions reflecting racial trauma include increased vigilance and suspicion, increased sensitivity to threat, sense of a foreshortened future, and more maladaptive responses to stress such as aggression or substance use (Comas-Diaz, 2016). Racial trauma contributes to systemic challenges faced by groups who have experienced historical trauma (Lebron et al., 2015).

Why is this important to organizations and leaders?

People's resilience and resistance to trauma and systemic oppression can be increased by creating an environment that acknowledges the role of trauma, oppression and systemic gender-based discrimination and racism inside and outside of an organizational environment, and how it is connected and perpetuated by intergenerational trauma, poverty, current community unrest, and intentional targeting of women and young people of color by those in power.

While all people can be susceptible to distress from direct experience or viewing coverage of traumatic events, systemic racism adds a hyper vigilant component for students from racial minority group who may be more likely to experience distress from acts of violence and aggression against people of color (Harrell, 2000). Repeated exposure to trauma-related media stories focusing on perceived racism can impact a student emotionally, psychologically, and even physically.

Our Solution is about: Ensuring that women and future generations in all their diversity can thrive in a Canadian workplace designed for today and tomorrow.

OUR SOLUTION TITLE - A Transparent People-centric Hiring Strategy for the Times

Using a Learning Organization and GBA+ Framework and applying a Trauma Informed and Anti-Racism and Anti-Oppression Lens (ARAOL) we can systematically change workplace hiring & retention practices. Organizations will be able to attract a Diverse applicant pool through a pathway of Intentional outreach, recruitment, retention, and belonging practices that use bias-free language that is sensitive to people's sex, race, age, abilities, capabilities, and promotes health and well-being.