

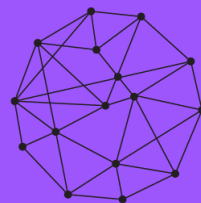
# IDEAS4GE Innovation Challenge

AUGUST 12, 2022



**Erica Wright, MA**  
(She/Her)

Research Associate,  
Diversity Institute



# ABOUT THE DIVERSITY INSTITUTE

- Diversity Institute (DI) founded in 1999
- 100+ full-time researchers and staff
- 250+ industry and community partners
- \$30 million+ in funding (over 4 years)
- Committed to social justice but grounded in “the business case” for diversity and inclusion
- Run seven incubation projects and sponsor several others
- Named a “best practice” by UN Prime
- Led by former TMU (formerly Ryerson) VPRI

**Women Entrepreneurship Knowledge Hub (WEKH):** 10 regional hubs; Network of 250 organizations; 100,000 + diverse women entrepreneurs

**Future Skills Centre:** \$260m investment to strengthen Canada’s skills and employment ecosystem

**Women in Technology (ORF-RE)**

**IRCC Innovative Service Delivery**

**DiversityLeads and 50/30 Challenge**

**OCC + “She-Covery”**

# The 50 – 30 Challenge

1. Gender parity (“50%” women and/or non-binary people) on Canadian board(s) and/or senior management; AND

2. Significant representation (“30%”) on Canadian board(s) and/or senior management of other equity-deserving groups including those identifying as:

- Racialized, Black, and/or People of Colour (“Visible Minorities”)
- People with disabilities (including invisible and episodic disabilities)
- 2SLGBTQ+ and/or gender and sexually diverse individuals
- “Aboriginal” and/or Indigenous Peoples.

# Introduction

- This is an interactive, educational workshop
- Everyone approaches issues with a different lens
- Be mindful of your perspectives, emotions, and those of others
- Be open to new and different ideas while being respectful
- No need to share personal experiences and no pressure to share
- **Mindfulness, openness, and respect are key**

# Getting Started

- Seating is assigned according to identified area of interest (Inclusion, Diversity, Equity or Access) during a pre-event activity, or randomly to ensure a balanced number of participants at each table
- Facilitators will issue two sticker-dots to each participant
- Facilitators will provide flipchart paper with the assigned topic and contributing factors with a brief description. Please place your dots beside the two items that you would like to discuss.
- Everyone at the table/Zoom room has something to offer in this discussion. It is the diversity of the group's lived experience, roles, and positions that will add to the innovative synergy across the group discussion.

# Task



In light of the discussion earlier today, and your group's shared understanding, identify one structural or system-based improvement for your selected topic that you believe could promote inclusion, diversity, equity & access and improve representation and equitable opportunity, value, and gender equality for women in all their diversity.

- Select group topic of interest (“Dotmocracy” - “priority setting”)
- Work together to complete the innovation worksheet
- **Identify Myths/Solutions/Steps:** Structure/System/Process-based solutions

# Discussion Topics

(Sample Inclusion Dot Selection)

## 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

# Group #1: INCLUSION

## (In-Person Table Discussion)

### 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

**What Sub-Topic are we Exploring?**

**3+ ?'s**

**Shared Understanding**

**Your Innovative Structural or Systemic Ideas!**

**First-Things-First**  
**Note: important steps or factors that can promote an intersectional approach & successful implementation**

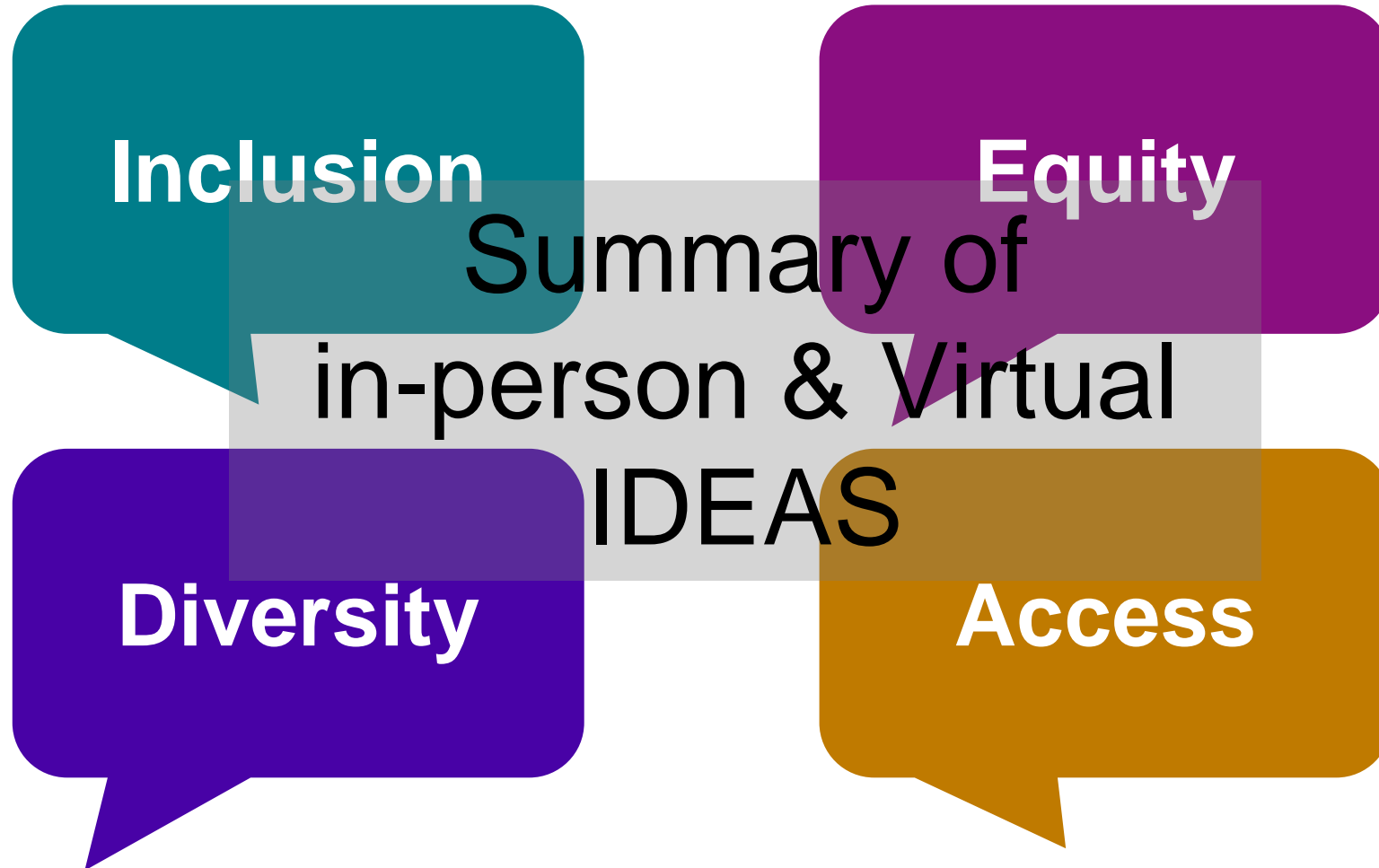
**Pre-conscious Biases/Myths?**  
 Check the Myths/Biases impacting your topic...

- 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

**IDEAS4GenderEquality**  
**Online Collaborative Solution-building**



# Report Out: Our Innovative Solutions



# IDEAS4GE Online Workspace

- Today's activity is just the beginning of putting IDEAS into Action
- Ideas will be pulled together and incorporated into the IDEAS4GE online workspace
- Those interested in taking a topic further can join other like-minded individuals to refine the proposed solution, to engage with diverse stakeholder groups, lived experience experts and decision makers to help scale up, scale down, and promote tangible and sustainable solutions

# Thank you

Get in touch:

[torontomu.ca/diversity](http://torontomu.ca/diversity)

[diversityinstitute@ryerson.ca](mailto:diversityinstitute@ryerson.ca)

[@TorontoMetDI](#)

416-979-5000 x6740