



# #IDEAS4GenderEquality

Inclusion, Diversity, Equity & Access Solutions (IDEAS)



Women and Gender Equality Canada

Femmes et Égalité des genres Canada



The 50 – 30 Challenge: Your Diversity Advantage

This worksheet content has been developed in line with the four key pillars of Inclusion, Diversity, Equity and Access to support the BPWC/CCEW IDEAS4GE Community Building Events. These events are part of the Project – Strategic partnerships for a COVID-19 response to promote the full participation and economic recovery for women in all their diversity in Canada.

The areas of focus listed for each of the pillars is supported by KPMG findings and research during the development of the What Works Toolkit and the body of work conducted by the BPW Canada/CCEW Project Team. For each area of focus identified, connection points to specific tools within the [What Works Toolkit](#) have been provided so that participants are able to use the toolkit to further support their exploration and learning sparked during the IDEAS4GE Innovation Challenge in the community-building event.

| Inclusion                           |  |   |
|-------------------------------------|--|---|
| Area of Focus                       | Key Questions to Ask   | Application to the What Works Toolkit   |
| Leadership Behaviours               | <p>Is there the presence of strong validation and reinforcing behaviours from leaders in creating a sense of belonging and purpose for employees?</p> <p>Is there a willingness to counter tokenism and a numbers driven diversity strategy?</p> | <ul style="list-style-type: none"> <li>- <a href="#">Board and Leader Guidebook – Section 3.0</a></li> <li>- <a href="#">Starting the Conversation – 6.0</a></li> </ul>   |
| Individual Empowerment Practices    | <p>Do employees have feelings of inspiration, enthusiasm and empowerment within the organization? Are new hire/on boarding coaching and career lifespan mentoring and sponsorship provided to all employees?</p>                                 | <ul style="list-style-type: none"> <li>- <a href="#">Board and Leader Guidebook – Section 4.0</a></li> <li>- <a href="#">Talent Processes – Section 4.0</a></li> </ul>  |
| Psychological Safety                | <p>Is there a shared sense of ownership over outcomes, such as creating psychological safety within the work environment?</p>  | <ul style="list-style-type: none"> <li>- <a href="#">Guide to Sustaining Organizational Change – Section 2.2</a></li> <li>- <a href="#">Psychological safety defined</a></li> <li>- <a href="#">Talent Processes – Section 2.1, 3.0, and 5.2</a></li> </ul> |
| Community and Culture of Trust      | <p>Is there a sense of trust and support between team members and understanding that each person will display respectful workplace behaviour?</p>  | <ul style="list-style-type: none"> <li>- <a href="#">Guide to Sustaining Organizational Change – Section 1.1, 1.4</a></li> </ul>  |
| Sense of Belonging and Authenticity | <p>Are there values of belonging and authenticity embedded and demonstrated across the organization? For example, does the leadership model equitable behaviour by bringing their whole selves to work?</p>                                      | <ul style="list-style-type: none"> <li>- <a href="#">Guide to Sustaining Organizational Change – Section 2.1</a></li> <li>- <a href="#">Starting the Conversation – Sections 4.0, 6.1</a></li> </ul>  |

| Diversity                                    |   |  |
|--|---|--|
| Area of Focus                                | Key Questions to Ask  | Application to the What Works Toolkit  |
| Intentional Intersectional Recruitment       | Do Job Descriptions, Postings, Recruitment, Interview and Hiring Practices promote broad outreach, interest and success for a diverse applicant pool?   | - <a href="#">Talent Processes – Section 1.0 and 2.0</a>   |
| Team Support Respect & Celebrate             | Is there a strong sense of support throughout teams? For example, this can be demonstrated through minimal feelings of social isolation amongst employees and opportunities to acknowledge and celebrate diversity within the organization.   | - <a href="#">10 Actions You Can Take – Section 2.0</a><br>- <a href="#">Starting the Conversation – Section 3.0</a>   |
| Motivation and Impact                        | Are individuals motivated to access knowledge resources and make a positive impact in the organization?<br>Are opportunities provided to engage in myth and bias busting?   | - <a href="#">Board and Leader Guidebook – Section 1.0</a><br>- <a href="#">10 Actions You Can Take – Section 1.0</a>  |
| Data Collection & Data-based Decision Making | Is there a diversity related data collection protocol in place to ensure information is managed in a sensitive and respectful manner? Is disaggregated data used to drive the establishment of meaningful diversity related goals?  | - <a href="#">Guide to Sustaining Organizational Change – Section 2.3</a>  |
| Employee Engagement                          | Are there positive perceptions amongst employees towards ensuring diverse experiences and perspectives are incorporated into decision making processes?<br>Is there evidence of a continuous improvement mindset, and is taking initiative openly encouraged?<br>Are mechanisms in place to ensure that those closest to or most impacted by policy and process changes have a way to contribute? | - <a href="#">Guide to Sustaining Organizational Change – Section 2.2</a><br>- <a href="#">Talent Processes – Section 2.2</a><br>- <a href="#">Board and Leader Guidebook – Section 2.0 and 3.0</a><br><a href="#">Asking the Right Questions– Section 6.1</a> |
| Equity                                       |   |  |
| Area of Focus                                | Key Questions to Ask  | Application to the What Works Toolkit  |
| Policies and Processes                       | Are there policies and processes in place that promote respectful workplace behaviour and address inappropriate conduct?  | - <a href="#">Guide to Sustaining Organizational Change – Sections 1.1 and 1.4</a>   |
| Leadership Availability                      | Does leadership make themselves available through formal and informal channels to have open discussions with employees?   | - <a href="#">Board and Leader Guidebook – Section 2.3</a>   |
| Tools & Resources for Advancement            | Are individual tools, such as role training or EDI Champion programs, available to support advancement opportunities within the organization?   | - <a href="#">Guide to Sustaining Organizational Change – Section 2.3</a><br>- <a href="#">Talent Processes – Section 5.1</a>  |

| Area of Focus  | Key Questions to Ask  | Application to the What Works Toolkit  |
|--|---|--|
| Bias & Barrier Reducing Systems and Structures         | Is there organizational infrastructure in place to remove barriers preventing the equal advancement of employees? An example of organizational infrastructure is the training and presence of bias checkers during recruitment screening, interview, hiring, career advancement and performance evaluation conversations. | <ul style="list-style-type: none"> <li>- <a href="#">Guide to Sustaining Organizational Change – Sections 1.2 and 2.3</a></li> <li>- <a href="#">Talent Processes – Section 2.0 and 4.0</a></li> </ul> |
| Flexible Working Arrangements and Opportunities        | Does the organization create the opportunity for employees to bring their whole selves to work? For example, are options such as flexible work arrangements openly communicated and available to all employees?   | <ul style="list-style-type: none"> <li>- <a href="#">Board and Leader Guidebook – Section 2.3</a></li> </ul>   |
| Access   |   |  |
| Area of Focus  | Key Questions to Ask  | Application to the What Works Toolkit  |
| Job/Workspace Design                                   | Are there mechanisms in place to accommodate and/or design barrier free jobs and workspaces?  | <ul style="list-style-type: none"> <li>- <a href="#">Talent Processes – Section 2.3</a></li> </ul>   |
| Accessible Knowledge-Sharing                           | Is knowledge openly shared between individuals and teams? Does the organization encourage accessible knowledge sharing?   | <ul style="list-style-type: none"> <li>- <a href="#">Guide to Sustaining Organizational Change – Section 1.2, 1.3</a></li> <li>- <a href="#">Guide to Sustaining Organizational Change</a></li> </ul>  |
| Barrier Free Mentorship, Sponsorship & Career Coaching | Do all employees have equal access to coaching, mentorship and sponsorship opportunities within the organization?   | <ul style="list-style-type: none"> <li>- <a href="#">Guide to Sustaining Organizational Change – Section 1.3</a></li> <li>- <a href="#">Talent Processes – Section 3.0</a></li> </ul>                  |
| Individual Accountability                              | Is there high engagement and role-modelling of equitable and inclusive behaviour across all levels of the organization?   | <ul style="list-style-type: none"> <li>- <a href="#">Board and Leader Guidebook – Section 2.0, 3.0</a></li> <li>- <a href="#">Guide to Sustaining Organizational Change – Section 2.4</a></li> </ul>   |
| Training and Upskilling                                | Are skill development opportunities equally available for all employees within the organization?  | <ul style="list-style-type: none"> <li>- <a href="#">Talent Processes – Section 4.0</a></li> <li>- <a href="#">Starting the Conversation – Section 6.1</a></li> </ul>                                  |

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Appreciation is extended to WAGE Canada, Innovation Science and Economic Development: 50-30 Challenge Team, Ecosystem Partners/Supporters and KPMG Canada who collaborated with the BPW Canada/CCEW project team to develop this resource and to our program partners who contributed to the 1<sup>st</sup> IDEAS Event.



#### Our Virtual Partners

