Join the IDEAS4GE Innovation Challenge

#IDEAS4GenderEquality
Inclusion, Diversity, Equity & Access Solutions (IDEAS)

CC EW
CANADIAN COALITION
TO EMPOWER WOMEN

Women and Gender Equality Canada

Femmes et Égalité des genres Canada

BPW 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

Today's Session:

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IDEAS4Gender Equality & Recovery

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#IDEAS4GenderEquality Innovation Challenge

"Rural & Northern Communities"

It's YOUR TURN!

- Summit Insights, Key Concepts & the IDEAS4GE Challenge

- Walk Through IDEAS4GE Challenge Process

- Honouring the Diversity, Experience & Expertise in the Room

- Initiating Fresh & Respectful Conversations

- From Understanding to IDEAS

Putting IDEAS into ACTION

About:

#IDEAS4GenderEquality
Inclusion, Diversity, Equity & Access Solutions (IDEAS)

CCEW — Canadian Coalition to Empower Women

Women and Gender Equality Canada — Femmes et Égalité des genres Canada

BPW CANADA

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.

DIVERSITY: Represents all of the ways that people are different and the same at an individual and group level. Using an intersectional lens it acknowledges that even when people appear similar they are uniquely different. At an organizational and decision making level it requires the engagement of multiple perspectives by those closest to and/or most impacted by the outcome.

EQUITY: Consciously uses policies and practices to promote the fair treatment, access, opportunity and advancement of all people. It takes a people-centered approach to redistribute tools and resources to meet identified needs while simultaneously working to eliminate barriers to full participation and success.

ACCESS: Makes a commitment beyond creating an inclusive physical environment to encourage attitudes, behaviors and procedures that facilitate equity and diversity and optimizes the contributions of everyone.

SOLUTIONS: Generated through the respectful collaborative engagement of diverse perspectives and by those impacted by or closest to the issues are liberating, more impactful and more sustainable.

IDEAS & 50 – 30 Challenge What Works Toolkit Collaboration

Sub-Activities for Sustained Systemic Change

INCLUSION
1. Leadership Behaviours – Show the Way
2. Individual Empowerment Practices
3. Safe Community & Culture of Trust
4. Sense of Belonging & Authenticity

DIVERSITY
1. Intentional Intersectional Recruitment
2. Team Support – Respect & Celebrate
3. Motivation & Impact
4. Data Collection & Data-based Decision Making
5. Employee Engagement

EQUITY
1. Supporting Policies & Processes
2. Leadership Availability
3. Tools & Resources for Advancement
4. Bias & Barrier Reducing Systems & Structures
5. Flexible Working Arrangements & Opportunities

ACCESS
1. Job/Workspace Design
2. Accessible Knowledge Sharing
3. Barrier Free Mentorship, Sponsorship & Career Coaching
4. Individual Accountability
5. Training & Up-skilling

Getting Started
Before we review the Challenge process and move into your break-out groups

- This is an interactive & innovative workshop experience

- 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 BUT everyone is invited to participate

- Mindfulness, openness, and respect are key

Your Break-out Facilitators

IDEA Group #	Assigned Facilitators/IRecorders
1. INCLUSION	Karin Gorgerat/Tammie Ross & Kris McDonald
2. DIVERSITY	Toby Toth & Chantal Fraser
5. WHITEHORSE GROUP *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.* IDEA Worksheet/Dotmocracy activity TBD	Joined Groups

To Begin...

Individual Activity

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.

- Review the opportunities and descriptions in the columns to the right.
- 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.
- Select the two topics that most appeal to you and enter them into the Chat. (i.e. #1 or #4)
- Facilitator will help the group gain consensus on the topic of focus and quickly move on to the solution-building exercise.

Group #1 INCLUSION

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

Identify the top two areas of interest i.e. #1 & #4

IDEAS4GE Challenge Process

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

INCLUSION: Safe Community
of
Culture of Trust

Step #3 How to promote an intersectional approach
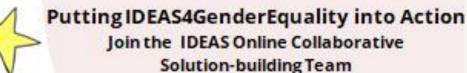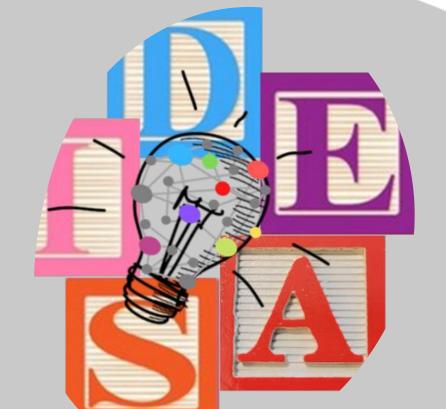**(2-3 minuets)**

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...

Step #1
shared understanding
5-10 minutes

3+ **?**'s

Step #2
Brainstorm Potential Solutions
(2-3 minuets)

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

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

Step 2.a
Define your Fresh Solution
(2-3 minuets)

Step #1a
identify Myths and Biases
(5 minuets)

Pre-conscious
Check the Myths/Biases ... 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...*

REPORT OUT to large group

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

Report-out:

Groups return to the large Zoom Meeting Room to

Share a Summary of Generated IDEAS...

Next Steps: IDEAS4GE Solution-Builders Workspace

Join our Online
Community

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

- Your 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

Your Invitation to the Post-Event Page

- Pre-event Page closed

- Post-event Follow-up/Resources

- Feedback & Opportunities to Continue

- Opt-in to learn more

- Invitation to the Welcome Page

- Review how we will work together

- Why your voice matters

- Community Guidelines

- Continue the conversation, ask questions and more.

Sneak Preview: Power of Digital Solution Building
Putting IDEAS4GE Into Action: Solution-building from a previous event

Solution-Builders (SBs) in Action

- Attended a SB Kick-off Information Session

- Reviewed Event Generated IDEAS & Themes

- Explored, Listened & Learned

- Engaged in Polls, Whiteboard Brainstorming & Discussions

- Gained consensus on Solution of focus

- Used a 5 step IDEAS4GE Solution-building process

- Entering Pilot Stage for an online Inclusive Person-Centric Hiring Strategy

Thank you for your IDEAS
Together We Are the Change!

Collaborative
Solution-building

Création de solutions
Collaboratives

Join Us!

ccew.ca/ideas.html