

Join the IDEAS4GE Innovation Challenge



#IDEAS4GenderEquality

Inclusion, Diversity, Equity & Access Solutions (IDEAS)



Women and Gender
Equality Canada

Femmes et Égalité
des genres 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:



Ophelia Rigault

Project Coordinator

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)



Women and Gender
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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



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

50-30 Challenge: 'What Works Toolkit'

The 50 – 30 Challenge: Your Diversity Advantage



SolutionsIDEA pour Égalité Des Genres
Solutions d'inclusion, de diversité, d'équité et d'accessibilité (Solutions d'IDEA)

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

Défi 50 – 30 : 'la boîte à outils « Ce qui fonctionne »'

Défi 50 - 30 : votre avantage, la diversité

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

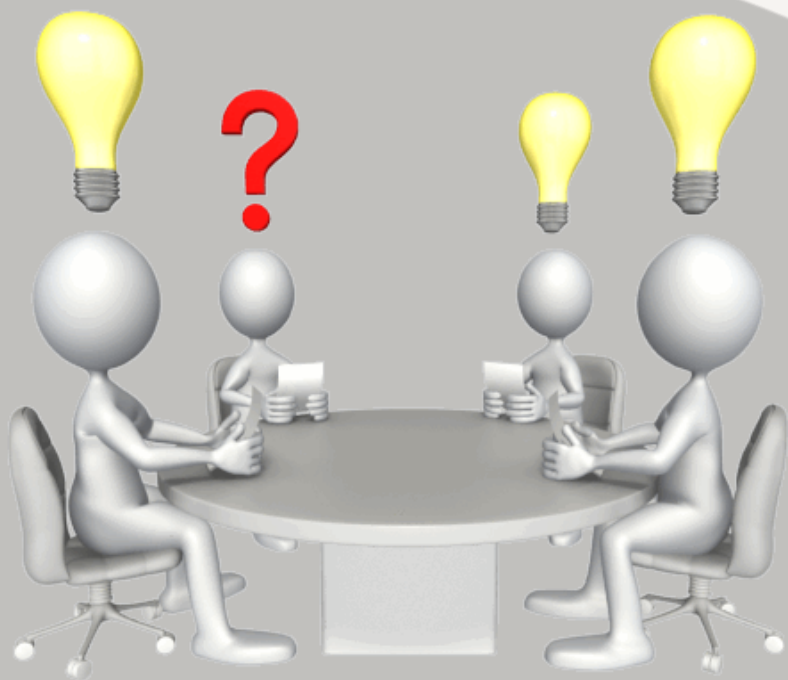
ACCESS

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/Recorders
1. INCLUSION	Karin Gorgerat/Tammie Ross & Kris McDonald
2. DIVERSITY	Toby Toth & Chantal Fraser
5. WHITEHORSE GROUP <i>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.</i> 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 #1
 shared understanding
 5-10 minutes

3+ ?'S

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

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

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...

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

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

Pre-conscious
 Check the Myths/Biases on this 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...

Inclusion

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business

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 of those closest to and/or most impacted by the outcome.

business

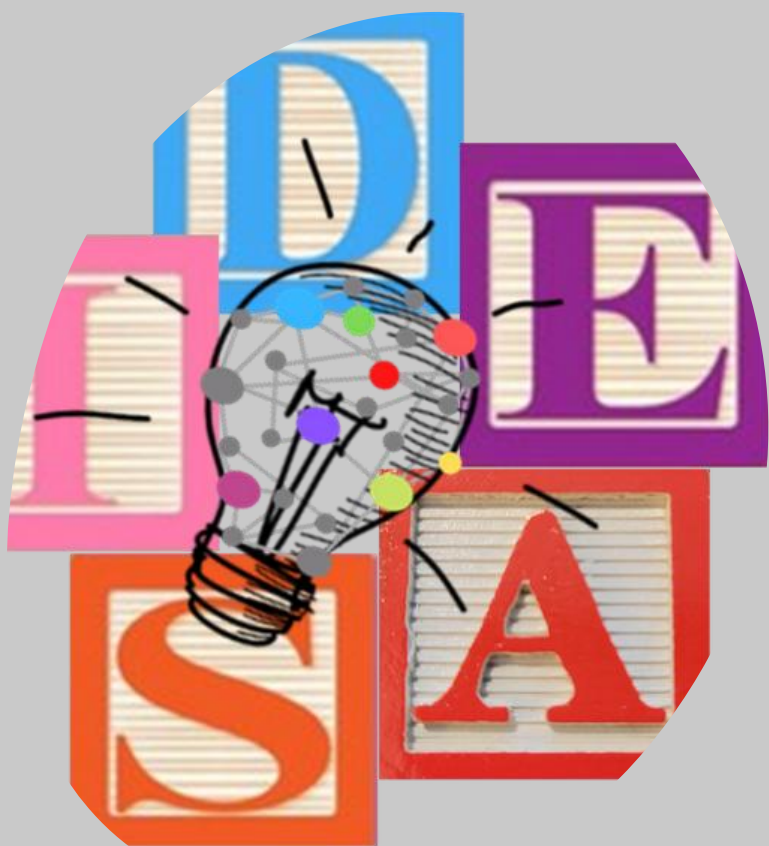
Access

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

workspace

Equity

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



Next Steps: IDEAS4GE Solution-Builders Workspace

- 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.

WELCOME RESOURCES Inclusion Diversity Equity Access

Welcome to the IDEAS4GE Challenge & Equal Futures Network

Post-event page
Thanks for joining us at the event

On this page, you can explore next steps, provide feedback and access resources and links

Thanks for a Successful Event!

Post-Event Feedback

Please help us by completing the quick post event poll and add to the discussions below

Bringing the Innovation Challenge

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Post-event Poll

Now after the event, on a scale of 1 to 5 (1 = not at all, 5 = extremely), **how familiar** do you feel with the following:

Inclusion	<input type="checkbox"/>	1	2	3	4	5
Diversity	<input type="checkbox"/>	1	2	3	4	5
Equity	<input type="checkbox"/>	1	2	3	4	5
Access	<input type="checkbox"/>	1	2	3	4	5

Applying strategies to promote Inclusion, Diversity, Equity or Access in your organization

What was one highlight or 'aha' moment from the event?

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



WELCOME RESOURCES Inclusion Diversity Equity Access

Welcome to Your Inclusion Collaborative Solution-Building Workspace

Inclusion I

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.

Workspace

Inclusion: Création individuelle et collective d'un environnement accueillant et sûr dans lequel chaque personne trouve sa place, se sent respectée, soutenue, représentée et valorisée et peut y participer pleinement.

Let's get started!

The topics being explored under Inclusion were generated through community-based discussions, open forums and IDEAS4GE Innovation Challenge Activities in person and online.

To get started Solution-Builders will help to prioritize and identify the topics that they want to take to the next level.

Check out the video segment from the Aug 12th IDEAS Challenge. (insert video)



IDEAS4GE - Innovation Challenge Activity & Report out - Erica Wright W&H
Toronto - Ontario - August 12, 2022

GROUP TOPIC SOLUTIONS THEMES

OPPORTUNITIES	Preconscious Myths & Biases	Potential Solution-Building Initiatives
<p>INCLUSION</p> <p>Grp#1 Leadership Behaviour Grp#2 & #6 (fr) Individual Empowerment Practices Virtual Grp#1 Safe Community & Culture of Trust</p>	<ul style="list-style-type: none"> • Gender Career gaps are the product of choice X3 • Controlling bias is all about changing individuals X2 • Just need to fix/change women X2 • Equality is achieved when you treat everyone the same X2 • Focusing on large corporations will change the game X2 • Diversity contravenes meritocracy • Work life balance (Pregnancy) • Lack of commitment <p>*Other Myths/Biases added by groups</p>	<p>IDEAS4GE Solution-building Themes</p> <ol style="list-style-type: none"> 1. Intentional Inclusive Outreach, Promotion and Hiring Strategy 2. IDEAS Challenge Workshop Resource: To Promote Awareness, Understanding and build trust to drive ownership and change (across all sectors and communities)

INCLUSION

Below is the consolidation of comments and thoughts captured by participants during the 1st IDEAS4GE Community-Building Event, (Flipchart Notes and Innovation Challenge Worksheets).

Review, like and comment as you wish.

Photo/Video Publish

•Language of leadership is important – Promotional Hiring Tool

Like

• Opportunity to teach when questions are asked

INCLUSION - Questions & Resource Sharing...

In this space all solution-builders can contribute to general conversations, ask questions and share resources that may be of assistance to the INCLUSION focused Solution-Builders.

Following the solution-builder meet and greet the Inclusion solution-builders will share their insights & resources on this page and begin working through the solution-building review-revise and reimagine process to create a tangible solution.

Photo/Video Publish

INCLUSION - Key Themes

diversity 44%

Thank you for your IDEAS

Together We Are the Change!



Collaborative
Solution-building



Join Us!

ccew.ca/ideas.html

Création de solutions
Collaboratives

