

IDEAS4GE Innovation Challenge



October 18, 2023



#IDEAS4GenderEquality

Solutions d'inclusion, de diversité, d'équité, et d'accessibilité (IDEA) pour l'égalité des genres

Inclusion, Diversity, Equity & Access Solutions (IDEAS)



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



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(She/Her)

National Coordinator,
IDEAS4 Gender Equality Project

ABOUT THE IDEAS4 Gender Equality Project

- ▶ Community Engagement
- ▶ Building Bridges of Understanding
- ▶ Partnerships in Action
- ▶ Applying an Intersectional Lens to achieve Gender Equality through Inclusion – Diversity – Equity & Access



The IDEAS4 Gender Equality – Panel Shared Insights



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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.



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SOLUTIONS : Lorsqu'elles découlent d'une mobilisation collaborative et respectueuse de divers points de vue et de personnes concernées ou touchées par les enjeux, les solutions sont libératrices, plus percutantes et plus durables.



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.



DIVERSITÉ : Façons dont les personnes sont à la fois différentes et semblables sur le plan individuel et collectif. Dans l'optique de l'intersectionnalité, on reconnaît que même les personnes qui paraissent semblables ont des particularités qui les différencient. Sur les plans organisationnel et décisionnel, les personnes les plus concernées/touchées par son effet doivent mobiliser des points de vue multiples.



ÉQUITÉ : Usage conscient de politiques et de pratiques favorisant un traitement juste, l'accessibilité, les possibilités et l'avancement pour chaque personne. Il faut adopter une approche axée sur l'être humain afin de redistribuer les ressources et les outils requis pour combler les besoins décelés tout en s'efforçant d'éliminer les obstacles à la pleine participation et à la réussite.



ACCESSIBILITÉ : Engagement à offrir plus qu'un milieu physique inclusif afin d'encourager les attitudes, les comportements et les procédures qui favorisent l'équité et la diversité et qui optimisent l'apport de chaque personne.

ABOUT THE 50 – 30 Challenge & The What Works Tool Kit

Two Goals for Boards & Senior Management

- ▶ Gender Parity
(“50%” women and/or non-binary people)
- ▶ Significant Representation
(“30%” diverse representation of individuals identifying as belonging to other equity-deserving groups)
- ▶ What Works Tool Kit



The IDEAS4 Gender Equality Innovation Challenge

Brings it all Together



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The 50 – 30 Challenge: Your Diversity Advantage

Now it is your Turn to Explore
IDEAS4GE Opportunities

Discussion Topics (IDEAS4GenderEquality)

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

ABOUT THE IDEAS4 Gender Equality Innovation Challenge

- ▶ Sharing insights and lived experiences
- ▶ Developing a shared understanding
- ▶ Exploring myths & biases
- ▶ Brainstorming IDEAS
- ▶ Generating an innovative systemic solution

What is your Main (IDEA) & Sub-Topic?
 IDEA Topic:
 Sub-topic:

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...

**Pre-conscious Biases/Myths?
 Check the Myths/Biases impacting your 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 Enter other myths/biases the group has identified here...
Other

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

Worksheet Compliments of SMC Performance Plus Consulting Services

The IDEAS4GE Innovation Challenge Space

- ▶ An interactive learning experience
- ▶ Everyone has something to add to the discussion.
- ▶ We all approach issues from a different lens
- ▶ Be open and respectful of new & different ideas
- ▶ Be mindful of your perspectives, emotions, and those of others
- ▶ We welcome insights and IDEAS but there is No pressure to share personal experiences
- ▶ Some people may be triggered – please feel free to take a break if needed
- ▶ Mindfulness, openness, and respect are key to innovative solution-building
- ▶ It is the diversity of this group's experience, roles, and positions that will add to the innovative synergy across the group discussion.



Getting Started

- ▶ We will pause the Hybrid meeting format during the IDEAS Challenge (In-person table discussions & the Virtual Zoom Rooms will meet independently)
- ▶ Simultaneous translation will not take place during the breakout discussion.
- ▶ We have assigned the main topics of (Inclusion, Diversity, Equity or Access) according to identified areas of interest in the pre-event and language (French, Bilingual or English) based on the preferred language noted in your registration.
- ▶ We want to have a balanced number of participants at each table. (If you need to shift to more fully engage in the challenge discussions or if members of the same organization want to split up to network with others you are free to do so)

The Challenge will begin with an **individual activity**

GROUP #1 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.





DIRECTIONS (INDIVIDUAL WORK)

BEFORE YOU BEGIN AS A GROUP, TAKE A MOMENT TO REFLECT ON YOUR OWN. REVIEW THE OPPORTUNITIES AND DESCRIPTIONS IN THE COLUMNS TO THE RIGHT.

1. 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.

2. SELECT THE TWO TOPICS YOU WOULD LIKE TO EXPLORE AND PLACE A DOT IN THE COLUMN TO THE RIGHT.

3. QUICKLY, GAIN GROUP CONSENSUS ON THE TOPIC THAT THE GROUP WILL EXPLORE AND MOVE ON TO THE SOLUTION-BUILDING EXERCISE.

Opportunities	Description	Place your Dots
Leadership Behaviour	Validating & Reinforcing behaviours that can create a space where all can thrive	
Individual Empowerment Practices	Inspire & Promote Individual Success across career lifespan (Onboarding, Mentoring, Sponsorship and Career Coaching)	
Safe Community Culture of Trust	Shared Ownership & Accountability to create a safe and respectful environment for all	
Sense of belonging & Authenticity	Values promoting your authentic self at work and in your daily interactions	

The Challenge will begin with an **individual activity**

Group #1 INCLUSION



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.

Directions (Individual work)

Before you begin as a group, take a moment to reflect on your own. Review the opportunities and descriptions in the columns to the right.

1. 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.
2. Select the two topics you would like to explore and enter them into the Chat.
3. Quickly, gain group consensus on the topic that the group will explore and move on to the solution building exercise.

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

Task

Considering the panel and 50-30 WWTK discussion today, your group will work together to complete the 6-step innovation IDEAS4GE Challenge process.

The Challenge Process

- ▶ 1. Begins with a quick individual activity that leads to the group deciding on the sub-topic of focus
- ▶ 2. Develops a shared understanding of the Sub-topic you selected
- ▶ 3. Identifies Myths & Biases that could impact your topic
- ▶ 4. Brainstorm potential systemic or process-based solutions related to your topic
- ▶ 5. Select one item on which to outline key bullet points and important elements of your solution
- ▶ 6. Indicate important 1st steps for success and ways to ensure your solution is inclusive and explored from an intersectional perspective

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 is your Main (IDEA) & Sub-Topic?
IDEA Topic:
Sub-topic:

3+ ? ,s

Shared Understanding

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

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

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...

Pre-conscious Biases/Myths?
 Check the Myths/Biases impacting your 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
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- 5 Equality is achieved when you treat everyone the same
- 6 Diversity Contravenes Meritocracy
- 7 *Enter other myths/biases the group has identified here...*
Other



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Virtual Group Recorder Note Taking Document

IDEAS4GenderEquality Innovation Challenge Systemic Solution Building Activity

Group Recorder Note Taking Document: *The Group Recorder will use this document to capture the notes from the group's discussion as the progress through the IDEAS Innovative Challenge circle worksheet.*

Group # _____ Date : _____
Topic : INCLUSION DIVERSITY EQUITY ACCES

1. What is the sub-topic the group selected to explore? (Group Zoom chat consensus):

2. Capture some general common themes that arose as the group worked to develop a shared understanding of your topic?

3. What are some pre-conscious myths or biases that influence the issue you are discussing?
(Highlight those that apply to your topic and add other items as required)

1. Controlling bias is all about changing individuals
2. Gender career gaps are the product of choice
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:

4. Brainstorm Potential Solutions? (Capture all Brainstormed items below)

5. From the brainstormed items the group will select one solution topic/item that they will explore further in their solution-building task.

- **Solution Title:** (Enter your solutions title? It a systemic/structural solution?
Note: You can come back to fitness your title at the end of your work.

- **Describe a few critical or main pieces of your solution:** Use short form bullet points.

6. What important first steps did you identify to promote an inclusive and successful implementation plan for your solution?

Table #'s & Topic Assignment

IDEA - Discussion Topics & Language

- **Anglophone Tables:** #4 & #8
- **Bilingual Tables:** #1, #3, #5, #7, #9, #11, #13, #15, #17 & #19
- **Francophone Tables:** #2, #6, #10, #12, #14, #16, #18, & #20

In-Person Table Main Discussion Topics

INCLUSION - (Table 1, 2, 3, 4, & 5 Facilitators: Name/Name/Name/Name/Name)

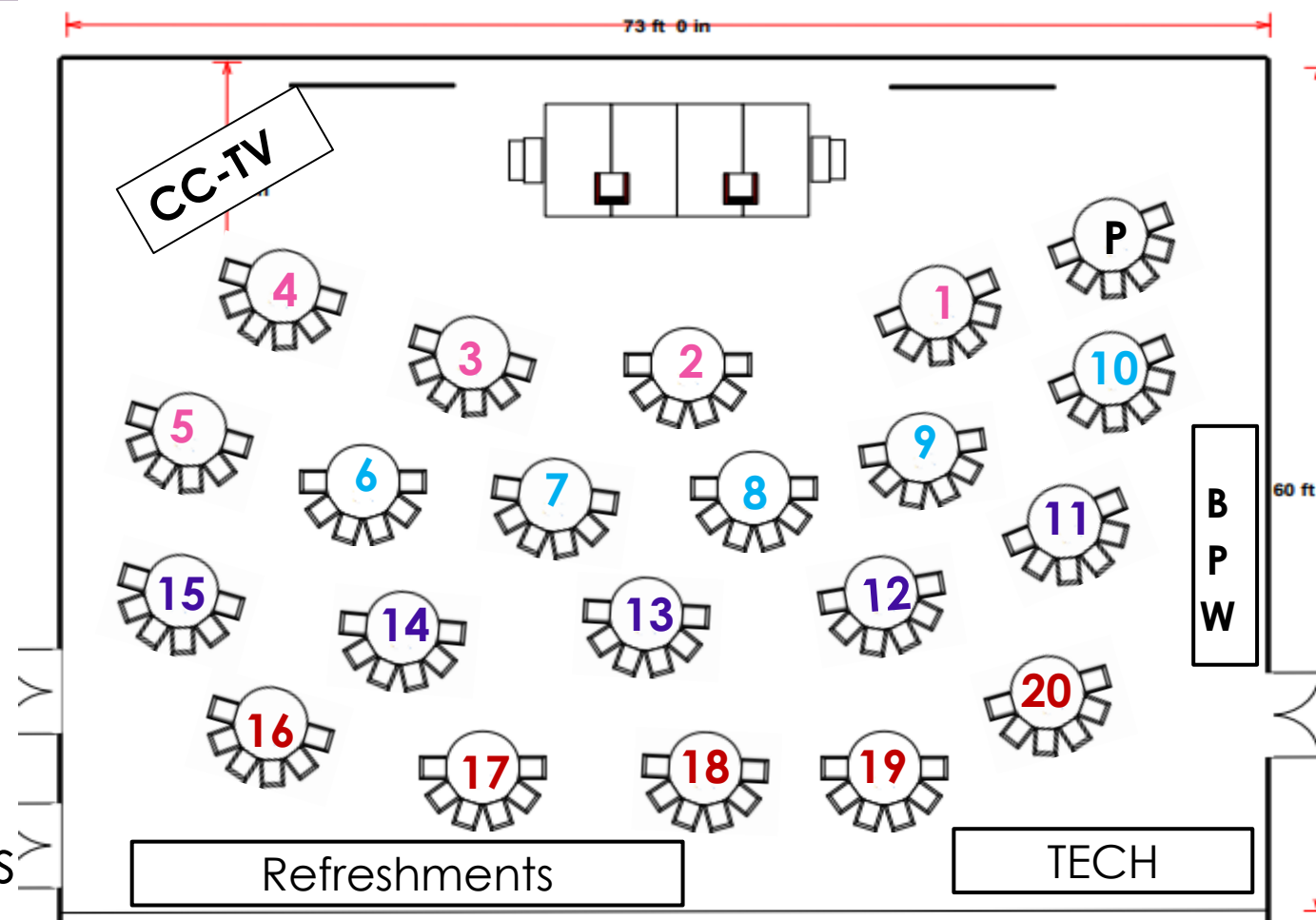
DIVERSITY - (Tables 6, 7, 8, 9 & 10 Facilitators: Name/Name/Name/Name /Name)

EQUITY - (Tables 11, 12, 13, 14, 15 Facilitators: Name/Name/Name/Name/Name)

ACCESS - (Tables 16, 17, 18, 19 & 20 Facilitators: Name/Name/Name/Name/Name)

Zoom Bk-out Room Facilitators: Group assignment TBD

Tobby, Name, Name, Name, (Erin Jex, Debrah - Virtual Hosts)





Hybrid Pause

See you @ 4:00 pm

Let the IDEAS begin!

The Challenge will begin with an **individual activity**

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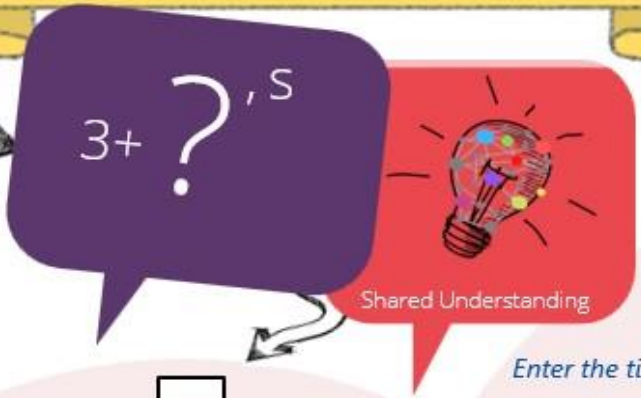
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Sub-topic:



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First-Things-First

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Report Out: Our Innovative Solutions

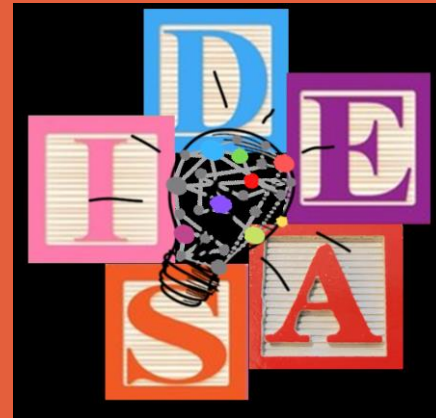
Inclusion

Equity

Diversity

Access

Thank you



What's Next?...