



# #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



3<sup>rd</sup> IDEAS4GE Community Building Event

Montreal – Quebec – October 18, 2023



# Emcee & Panel Moderator - Welcome



**Tara Mandjee**  
Manager, Legal Corporate Services  
BRP & membre du DEI Council  
Business Professional Women (BPW) Montreal  
Chair - EDI Initiatives in Business

- Welcome In-person & Virtual Participants
- Land Acknowledgement
- Program Review

## Equal Futures Network - Virtual Event Supporting Partners



Erin Jex  
Manager, Strategic Partnerships For Gender Equality

 A **CanWaCH** Initiative  
Une initiative du **CanSFE**

**Equal Futures** NETWORK  **RÉSEAU**  
**Avenir égalitaire**

THE EQUAL FUTURES NETWORK  
connects national, regional, community and grassroots organizations,  
agencies, civil society and projects from across Canada that are committed  
to advancing gender equality and to ensuring equal futures for all!



Tina LaRoche  
Corporate Services & Information Systems Officer



# Land Acknowledgement



**Marie-Chantal Hamel**  
BPW Montreal President





# Opening Remarks & Greetings



**The Honourable Marci Ien  
Minister for Women and Gender Equality and Youth**



**Karin Gorgerat,  
BPW Canada President  
2020 - 2022  
IDEAS4GE Project Lead**

# Today's Agenda



Welcome

Land Acknowledgement & Program Review

Opening Remarks

Partnerships in Action Panel

What Works Tool Kit Introduction

– Stretch –

IDEAS4GE Innovation Challenge

Putting IDEAS into Action – Next Steps

Debut of the Inclusive Hiring Solution

Wrap-up

See Detailed Agenda on Tables & in Zoom Link



# IDEAS4GE Community Building Event Program



## IDEAS4GE Community Building Event Program

Connect – Share – Understand & Spark Impactful Solutions – October 18, 2023



### 1:00 – MC: Welcome Introduction – Land Acknowledgement – Greetings

Tara Mandjee – BPW Montreal - The Honourable Minister Marci Ien & BPW Canada Immediate Past President

### 1:20 – MC: Panel/Q&A Discussion – Multi-stakeholder "Partnerships in Action" – Followed by Q&A

Multi-Stakeholder Panellists include the following; BMO Chair of Diversity and Governance, University of Montreal – Dr. Tania Saba, The Québec Interuniversity Equity Diversity Inclusion Network ( RIQEDI/ RQDEI) – Bibiana Pulido, MIKANA – Widia Larivière, UN Global Compact Network Canada – Brittany Gataveckas.

### KPMG Introduction to the 50 – 30 Challenge What Works Tool Kit – Following the panel

(TEAM: Silvia Gonzalez-Zamora, Nathalie Dupuis, Oriana Vaccarino, Eesha Patel et Reguig Nosra).

### 2:35 - Stretch...

### 2:45 – IDEAS4GE Innovation Challenge Activity – Lead Facilitator: IDEAS4GE Project Coordinator – Ophelia Rigault will engage participants in an interactive solution-building activity. (in-person table work/break-out rooms virtually)

Our goal for the IDEAS4GE Innovation Challenge is to provide participants with the opportunity to apply insights and lessons learned from the panel and the Tool Kit to their own lived experiences and the organizations within their realm of influence. Participants are comprised of stakeholders from small/medium enterprises, big businesses, labour and trade associations, civil society, non-profit organizations, and government at all levels.

### 4:00 – Innovation Challenge Report-out

**4:30 – Putting IDEAS into Action:** IDEAS Project Liaison – Sheila Crook Invitation to the IDEAS4GE Multi-Stakeholder online Community & Digital Collaborative Solution-Building Virtual Workspace & official debut of the Inclusive Person-Centric Hiring Solution.

### 4:45 – 5:00 pm – Wrap-up



Bios



Sponsors & Supporters



IDEAS & WWTK



Pre-event  
Closed Oct 19



Post-event  
Active Oct 25



Hiring Solution



# Our Panel



**Tania Saba**

Ph.D., CHRP Fellow Distinction  
BMO Chaired Professor in Diversity and Governance  
Professor, School of Industrial Relations  
Université de Montréal



**Bibiana Pulido**

The Québec Interuniversity Equity  
Diversity Inclusion Network  
(RIQEDI/RQDEI)



**Widia Larivière**

Co-founder and General Director  
MIKANA



**Brittany Gataveckas**

Manager, Social Sustainability  
UN Global Compact Network



# Panel Process and Q&A





# Tania Saba (Ph.D.): Université de Montréal



- Inclusion
- Diversity
- Equity
- Access
- Solutions

## Tania Saba

Ph.D., CHRP Fellow Distinction  
BMO Chaired Professor in Diversity and Governance  
Professor, School of Industrial Relations  
Université de Montréal



Diversifying leadership: an imperative for  
the sustainability of our economies

IDEAS  
October 18, 2023

Tania Saba, Ph.D., CRHA Distinction Fellow  
Titulaire de la Chaire BMO en diversité et gouvernance  
Professeure titulaire, École de relations industrielles  
Université de Montréal

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Portail de  
connaissances  
pour les femmes  
en entrepreneuriat



# Bibiana Pulido – RIQEDI    Widia Larivière – MIKANA



**Bibiana Pulido**

The Québec Interuniversity Equity Diversity  
Inclusion Network  
RIQEDI/ RQEDI



**Widia Larivière**

Co-founder and General  
Director MIKANA

- Inclusion
- Diversity
- Equity
- Access
- Solutions

IDEAS4GenderEquality

18 octobre 2023  
October 18th 2023

RESEAU INTERUNIVERSITAIRE QUÉBÉCOIS ÉQUITÉ DIVERSITÉ INCLUSION

QUÉBEC INTERUNIVERSITY EQUITY DIVERSITY INCLUSION NETWORK

MIKANA

RIQEDI

Widia Larivière & Bibiana Pulido

Collaboration and co-construction

Collaboration et co-construction



# Brittany Gataveckas: UN Global Compact Network Canada



- Inclusion
- Diversity
- Equity
- Access
- Solutions



Network Canada

**Brittany Gataveckas**

Manager, Social Sustainability  
UN Global Compact Network Canada

Réseau Canada du Pacte Mondial de l'ONU



Network Canada

**THE SUSTAINABLE  
DEVELOPMENT GOALS  
AND GENDER EQUITY,  
DIVERSITY, AND INCLUSION**

**OCTOBER 2023**



# Q&A





# What Works Tool Kit: 50 – 30 Challenge



## KPMG Canada Team Members

In Collaboration with Innovation Science & Economic Development Canada Developed  
The 50 - 30 Challenge What Works Took Kit



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des genres Canada



Innovation, Science and  
Economic Development Canada

Innovation, Sciences et  
Développement économique Canada

Canada



**Silvia Gonzalez-Zamora**

Partner, People & Change Advisory  
and National Equity & Inclusion  
Leader



**Oriana Vaccarino**

Senior Manager, National Equity  
& Inclusion and Methodology  
Lead



**Eesha Patel**

Senior Consultant, People  
& Change Advisory, 50 – 30  
Challenge Project Team



**Nathalie Dupuis**

Manager, People & Change Advisory,  
50 – 30 Challenge Project Team  
French Lead



**Nosra Reguig**

Consultant, People & Change  
Advisory, 50-30 Challenge  
Project Team

# 50 – 30 Challenge: 'What Works Toolkit'

October 18, 2023



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# Stretch





# IDEAS4GenderEquality Innovation Challenge



**Ophelia Rigault**

Project Coordinator  
IDEAS4GenderEquality

**IDEAS4GE  
Innovation  
Challenge**

**#IDEAS4GenderEquality**  
Solutions d'inclusion, de diversité, d'équité, et d'accessibilité (IDEA) pour l'égalité des genres  
Inclusion, Diversity, Equity & Access Solutions (IDEAS)

**CC·EW**  
CANADIAN QUALITY  
TO EXCELLENCE

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

**Ophelia Rigault, MA**  
(She/Her)

National Coordinator,  
IDEAS4 Gender Equality Project

**October 18, 2023**

Your Innovation Challenge Lead Facilitator

# Putting IDEAS into Action



**Sheila Crook**

Project Liaison/IDEAS4GenderEquality  
CCEW Co-founder

## **Follow & Engage on the IDEAS4GE Online Community**

- Free Promotion (<https://ccew.ca/ideas/>)
- Visibility
- Resource Sharing & Learning

## **Post Event Page Invitation**

- Resources
- Recordings
- Provide Feedback – Share More IDEAS

## **The Power of IDEAS**

- Debut - Solution Builders Online Hiring Solution

Online Community & Collaborative Solution-Building Workspace



# Join the IDEAS Online Community

Multi-stakeholders across all Sectors and Industries...

## **Business of all sizes and configurations**

- Micro Social Entrepreneurs
- SMEs
- Corporations

## **Civil Society/Non-Profit/Organizations**

### **& Foundations and more...**

- Academia
- Labour/Worker Associations
- Business and Professional Organizations

## **Government at all levels**

- Municipal
- Provincial/Regional/Territories
- Federal
- Indigenous



# Partners & Stakeholders

Connect – Engage – Empower & Reimagine

## Promote/Sponsor and Host

- Online Training Webinars
- Virtual Panel Discussions
- Consultations/Focus Groups
- Community Events
- Fireside Chats
- Pod Casts / YouTube Videos

## Free Event Promotion

## Leveraging Social Media Promotion

## Celebrating Best Practices & Ally Partnerships

The screenshot displays the CCEW website's 'Upcoming Events' page. The page features a navigation bar with links for 'Who We Are', 'IDEAS', 'Events', 'Gallery', 'Resources', 'Partners', and 'Contact'. Below the navigation is a purple banner with the text 'Upcoming Events' and a sub-header: 'Learn more about upcoming Inclusion, Diversity, Equity and Access events. Members can login to their account and submit events.' The main content area shows a calendar for 'Sep 2023'. The calendar grid includes dates from 1 to 30. Several dates have event cards overlaid on them. A prominent event card for 'Inclusive Lea...' is shown, featuring a logo with a stylized 'E' and the text 'THE FU IS EQU' and 'Enabling E of Support'. The event details include: Start Date: 2023-09-28 02:00 PM (EDT), End Date: 2023-09-28 04:00 PM (EDT), and Location: This course (Leaders Path) is delivered as part of the UN Global Compact Network Canada's support. At the bottom of the calendar view, there is a button labeled 'View Upcoming Events in List Format'.



# IDEAS Digital Solution-Building Workspace

## The Next Step - Putting IDEAS into Action

- Pre-event Page (closes Oct 19<sup>th</sup>)
- Post-event Follow-up/Resources (Oct 20<sup>th</sup>)
  - Feedback & Opportunity to Continue
  - Opt in to learn more
- Invitation to the Solution Builders 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 EN-US

Great to have you here, Sheila! We are so glad you are continuing the conversation with us.

### Welcome to the Collaborative Solutions Building Workspace

On this Welcome page, you can review the IDEAS Challenge Summary Report, read the Community Guidelines, ask Questions or start a Conversation

#### Welcome Video - How it Works!

#IDEAS4GenderEquality

#### Creating a Brave Space

Together we will create a brave space

Because there is no such thing as a "safe space" -

We exist in the real world

We all carry scars and we have all caused wounds.

In this space

We seek to turn down the volume of the outside world.

We amplify voices that fight to be heard elsewhere,

We call each other to more truth and love

We have the right to start somewhere and continue to grow.

We have the responsibility to examine what we think we know.

We will not be perfect.

This space will not be perfect.

It will not always be what we wish it to be

But

It will be our brave space together,

and

We will work on it side by side.

By Micky Scottby Jones

#### What's on your mind...

Reflections since the event. What excites you about being a Solution-builder?

Photo/Video Publish

LC 12 months ago  
Maintaining a career, a new entrepreneur, of people with handicap, how too?  
Like 1 likes Reply

IDEAS Challenge 12 months ago  
Thank [redacted] lots on the go... and lots to do to build awareness, and work environments that offer equal opportunities for persons with disabilities to thrive.  
Like 2 likes

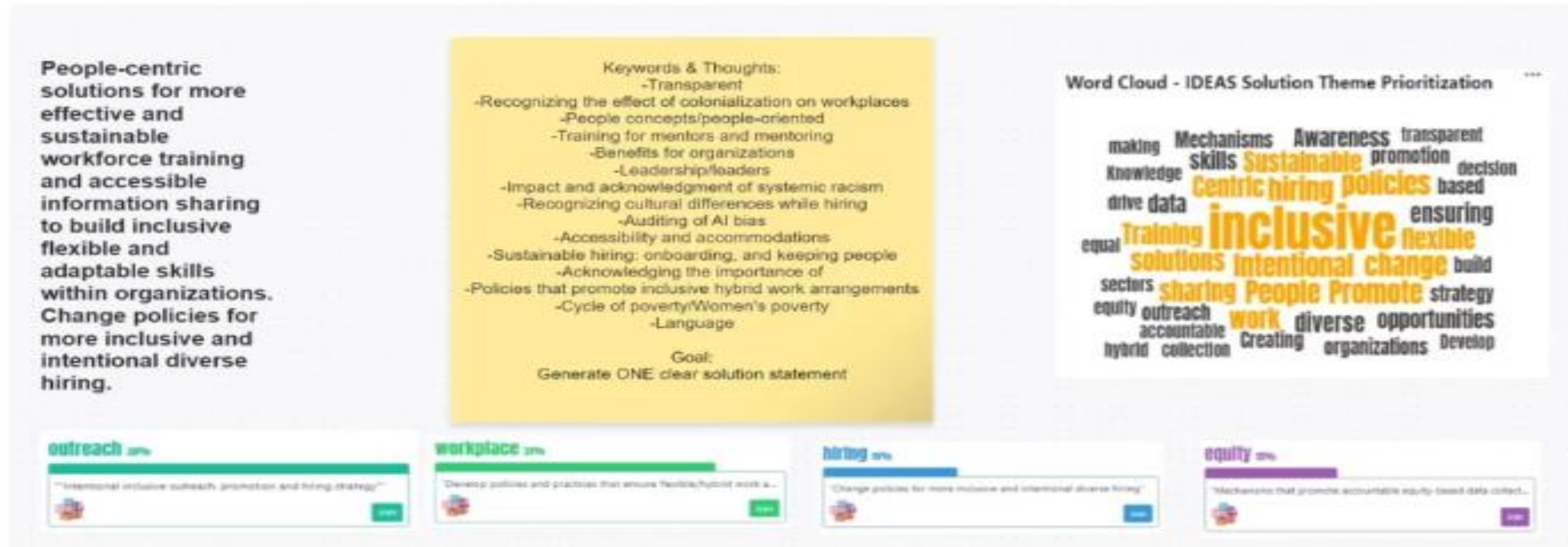
V. Ophelia Rigault 12 months ago  
H [redacted]  
Here is a handbook produced by McGill University. It is from 2010, however the information is very applicable to your idea and also it contains a great deal of links and resources. [chrome-extension://efaidnbmninnbpcjipgkclefindmkaj/https://www.mcgill.ca/epilupus/files/epilupus/Self-Employment\\_with\\_Disabilities\\_Handbook.pdf](chrome-extension://efaidnbmninnbpcjipgkclefindmkaj/https://www.mcgill.ca/epilupus/files/epilupus/Self-Employment_with_Disabilities_Handbook.pdf)  
March of Dimes Canada works with people with disabilities to help them find employment and/or start up a business. You may want to connect with them.  
MOD Canada -  
All Services & Programs: <https://www.marchofdimes.ca/en-ca/programs>  
Employment Services Website <https://www.modemploymentservices.ca/>  
Like 1 likes

SS 8 months ago  
Today, January 29th is the National Day of Remembrance and Action on Islamophobia. This is a day to remember

# Hiring Solution

## SBs Digital platform Analytics

In the collaborative solution-building workspace SBs share their areas of interest and expertise to establish solution priorities.



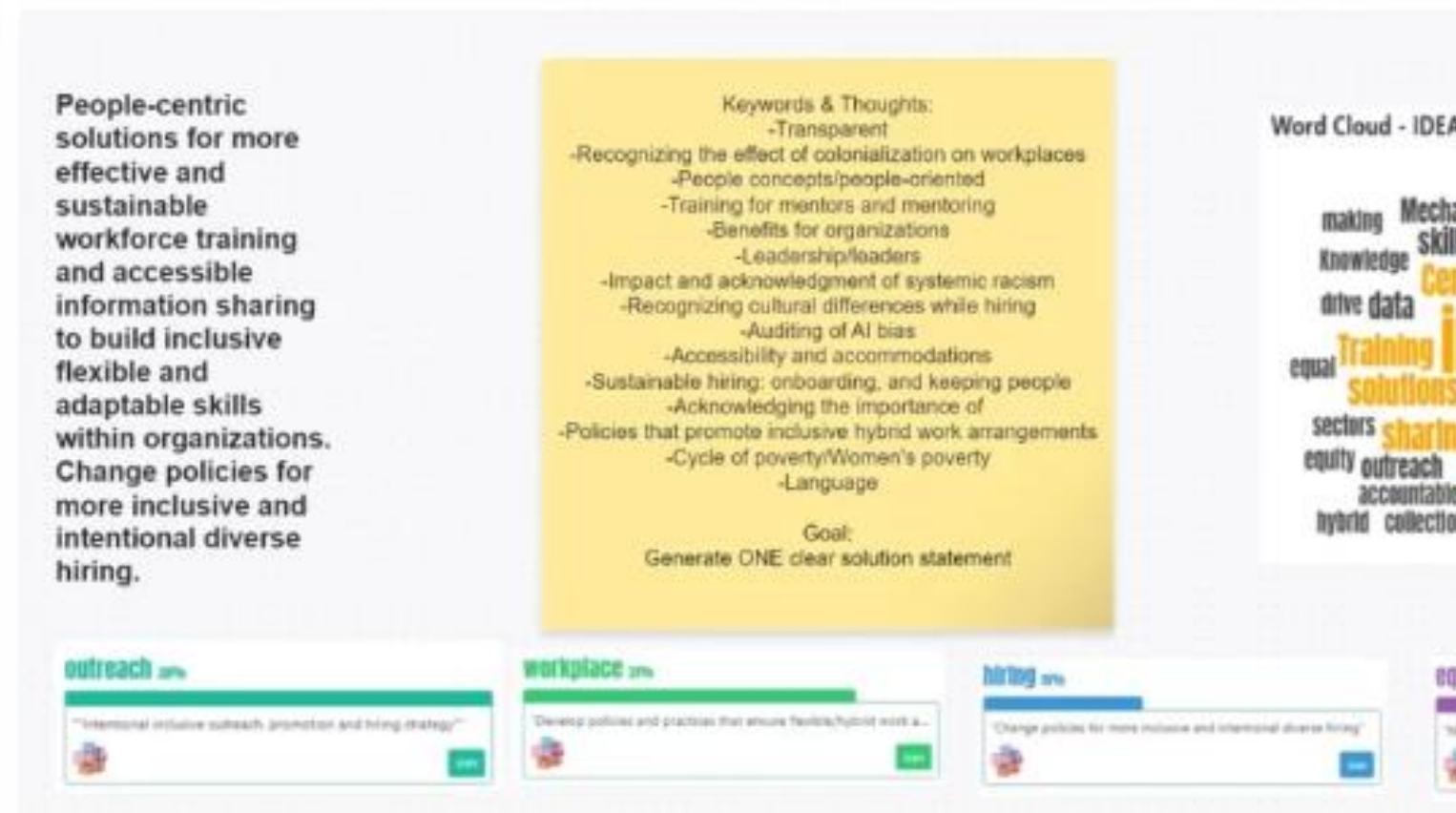
Supported by the digital analytics on the IDEAS solution-building platform SBs follow the five-step process, engage in collaborative brainstorming and develop a shared understanding from diverse perspectives to gain consensus on the solution of focus. (Graphic is an example of the analytics from the Inclusive Person-centric Hiring Strategy in the Design Stage)



# Hiring Solution

## SBs Digital platform Analytics

In the collaborative solution-building workspace SBs share their areas of interest and solution priorities.



Supported by the digital analytics on the IDEAS solution-building platform SBs follow engage in collaborative brainstorming and develop a shared understanding from diverse consensus on the solution of focus. (Graphic is an example of the analytics from the Inclusive Person-centred Design Stage)


## IDEAS4GE Five-Step Solution-Building Framework

Solution-builders use this process to reimagine and co-create real solutions to achieve a Canada where all can contribute and thrive.





# Hiring Solution Debut...

Collaborative Solution-Building 

[Home](#) [Definitions](#) [Resource Citations](#) [Hiring Solution Process](#)

Welcome to an Inclusive Person-Centric Six Step Process to

## Attract & Hire the Best & Brightest Candidates

Regardless of where you are on the journey to promote diversity and to be an inclusive employer of choice, this step-by-step Inclusive Person-Centric Hiring Strategy has something to offer. Time is precious, so we have pulled together in one handy resource some of the best tips and tools to support businesses and organizations of any size looking to expand or adopt more inclusive hiring practices.

## An Inclusive Person-Centric Hiring Strategy


[What is a Person-centric Hiring Solution?](#)

[Learn About The Six-Step Process](#)





# Hiring Solution Debut...

Collaborative Solution-Building 

[Home](#) [Definitions](#) [Resource Citations](#) **Hiring Solution Process**

## Welcome to an Inclusive Person-Centric Six Step Process to Attract & Hire the Best & Brightest Candidates

Regardless of where you are on the journey to promote diversity and to be an inclusive employer of choice, this step-by-step Person-Centric Hiring Strategy has something to offer. Time is precious, so we have pulled together in one handy resource some and tools to support businesses and organizations of any size looking to expand or adopt more inclusive hiring practices.

- Step 1: The Journey Begins
- Step 2: Inclusive Outreach and Recruitment
- Step 3: Inclusive Person-centric Job Descriptions
- Step 4: Inclusive Job Posting, Application & Interview Selection Process
- Step 5: Bias Training and Tools for Interview & Candidate Selection
- Step 6: What's Next

## An Inclusive Person-Centric Hiring Strategy

[What is a Person-centric Hiring Solution?](#)

[Learn About The Six-Step Process](#)



# Hiring Solution: Six Steps

## Step 1

### Our Journey Begins

Understanding how our history affects the workplace today – key concepts, terms and definitions.

[Learn More](#)

## Step 2

### Inclusive Outreach and Recruitment

Finding the diverse talent you need and growing your current talent begins with looking at your community and your organization with fresh eyes.

[Learn More](#)

## Step 3

### Inclusive Person-Centric Job Descriptions

Language that is inclusive and focuses on the "role and core competencies for success" is the key to hiring qualified persons that reflect the rich diversity within your community.

[Learn More](#)

## Step 4

### Inclusive Job Posting, Application & Interview Selection Process

Attract a broad applicant pool by transferring the person-centric job description content to an inclusive job posting and application selection process.

[Learn More](#)

## Step 5

### Bias Training and Tools for Interview & Candidate Selection

Strategies and tools to manage interviewer bias promote interviewer and candidate confidence in a fair and equitable hiring process.

[Learn More](#)

## Step 6

### What's Next

Building a community of belonging that creates space for continued learning and long-term success for all.

[Learn More](#)



# Step Format:

Step 1 The Journey Begins:

## Understanding the Historical Context Key Concepts, Terms & Definitions

Your Inclusive Person-Centric Hiring Solution

### Perspectives & Understanding

Businesses and organizations will be at different stages on their journey to develop an inclusive hiring practice.

Before moving directly into the steps to create an inclusive person-centric hiring strategy we invite you to:

- Pause and take the time to understand our shared history and its implications on our society and workplace today.
- Take what you need as you need it – come back as often as you like.
- Broaden and refresh perspectives to guide you through the next five steps.

**Note:** This reflection will also spark insights into ways that you can strengthen efforts to build an inclusive environment for the long-term success of your new hire and existing team members in all their diversity.



# Step Format:

## Getting Started!

It is not expected that you will explore in depth all of the resources provided in this section at one time. We invite you to familiarize yourself with the topics and key terms presented that most resonate as you begin this work. When you progress through the remaining steps you will want to circle back to further investigate particular areas of interest or opportunities identified in your community outreach and strategy development.

Our History - Key Concepts, Terms & Definitions

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3 Steps to Understanding Racism in Canada

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Actions 4 Individuals, Leaders & Organizations

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Using a Gender-based Analysis Plus Approach

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Take the GBA+ Self-directed Online Course

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Exploring Advantages and Disadvantages

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# Step Format:

## Getting Started!

It is not expected that you will explore in depth all of the resources provided in this section at one time. We invite you to familiarize yourself with the topics and key terms presented that most resonate as you begin this work. When you progress through the remaining steps you will want to circle back to further investigate particular areas of interest or opportunities identified in your community outreach and strategy development.

## Our History – Key Concepts, Terms & Definitions ⊖

This summary document is for organizations just beginning to explore the benefits of being an inclusive workplace or those wanting to further engage members within the organization to create a welcoming and safe space for new hires and all staff to succeed.

- It is important to note that the terms and acronyms used in this resource are provisional and are reflective of the understanding and relevance to promoting inclusion at the time of this solution design (2023).
- Respecting how terms come about, how they are tied to an individual or group's identity, and how they are fluid and can be used differently by different persons in different contexts will assist you in your daily discourse and developing a more inclusive hiring strategy.

We hope you will find the historical context, detailed definitions and terms presented in the Historical Summary Resource helpful.



### Explore

— EN - Historical Impact & Key Terms Summary Resource

— FR - Impact historique et termes clés

# Step Format:

## Step 1: Completed

In completing this step, you have explored how past and present biases evolve and how systems absorb and perpetuate them over time. You have also been introduced to the benefits of adopting a GBA+ approach in developing your Inclusive Person-Centric Hiring Strategy. By acknowledging the injustices of the past we can honour the best of our Nation and work together towards creating a more equitable society and better future for all.

**Take What You Need – When you Need it – Come Back Often!**

## Resources/Links:

See the detailed list of all resources and citations used in the development of this step on the [Resource Citations Page](#).



**NEXT ...**

Select Step

Select Step

Step 1: The Journey Begins

Step 2: Inclusive Outreach and Recruitment

Step 3: Inclusive Person-centric Job Descriptions

Step 4: Inclusive Job Posting, Application & Interview Selection



# Our Solution-Builders & Pilot Team



Arzoo Zaheer



Chantal Fraser



Colleen Babiuk-Ilkiw



Lise Couturier



Kathryn Munn



Marie-Chantal Hamel



Mina Di Domenico



Sarah Cunningham



Shahina Suleman

# Our Solution-Builders & Pilot Team

## Special Thanks to our Pilot Partners

We deeply appreciate the thoughtful review and diligent testing of the beta hiring solution provided by our pilot partners.

- Their excitement and passion for the potential benefit and use of this resource by businesses and organizations of all sizes and at different stages on their journey was resounding.

**Colleen Babiuk-Ilkiw,**

BPW Member

**Nancy Fischer**

Community Board Member

**Rob Flindall**

Secondary School Teacher

**Chantal Fraser**

Thought Partner – Empowered Path Inc.

**Tina Jordan**

Director of Human Resources



**Kate Morin**

Business Financing Coordinator

**Sandra Robinson**

Manager, Children's Services | Social Services – City of Peterborough

**Pamela Van Nest**



**Reem Ali**

DEI Advisor – City of Peterborough

## The IDEAS4GE Team

Is grateful for the opportunity to work with these dedicated visionaries committed to Putting IDEAS4GE into Action.



Doris Hall



Julianah Adediji



Karin Corgerat



Ophelia Rigault



Sheila Crook  
(she/her/hers)

Special Thanks to the Solution Builders, DEI and HR Practitioners, Academic Advisors, Entrepreneurs, and Community Advocates for providing valuable feedback during the solution beta test phase.



# Our Solution-Building Journey Continues...

## *Collaborative* Solution-building



## *Création de solutions* Collaboratives

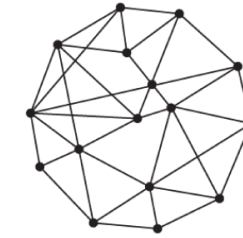


- Thank you for your IDEAS today!
- We look forward to seeing you on the
  - Post-Event Page
  - IDEAS4GE Online Community &
  - Solution-building Workspace
- Putting IDEAS into Action
- Can't wait to see what we build together

# Wrap-up & Acknowledgements



En collaboration avec:  
In collaboration with:



Portail de connaissances pour les femmes en entrepreneuriat



Gold Sponsors



Advanced procurement strategies and solutions



Silver Sponsors



Marketing and Communications Strategy and Execution



JOIE D'OFFRIR



Government of Canada

Gouvernement du Canada



A **CanWaCH** Initiative  
Une initiative du **CanSFE**



"Where Workplace Innovation & Inspiring Careers Connect"



LAKESIDE WEB

Accelerate the Revenue Generating Potential of Your Website



# Thank you!

## *Collaborative* Solution-building



## *Création de solutions* Collaboratives



Hope to see you on the IDEAS Online Community