

# Putting IDEAS into Action



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

- Free Promotion (<https://cceb.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 September 2023. The calendar is a grid with days of the week as columns and dates as rows. Several events are listed in the calendar cells, including 'Intercultural...', 'The New Face...', 'Inclusive Lea...', 'Equal Futures...', 'Power and Pl...', 'Best Practices...', and '2023 Celebr. For...'. A detailed event card for 'Inclusive Lea...' is shown, featuring a logo with the text 'THE FU IS EQU' and 'Enabling E of Support'. The card includes the start date '2023-09-28 02:00 PM (EDT)', end date '2023-09-28 04:00 PM (EDT)', and location information. At the bottom of the calendar, there is a button that says '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...

The screenshot shows the IDEAS Collaborative Solutions Building Workspace website. At the top, there is a navigation bar with logos for CC/EW, SA, and other organizations, and links for WELCOME, RESOURCES, Inclusion, Diversity, Equity, and Access. A user profile for EN-US is visible in the top right. Below the navigation bar, a personalized message reads: "Great to have you here, Sheila! We are so glad you are continuing the conversation with us." The main heading is "Welcome to the Collaborative Solutions Building Workspace". Below this, a link invites users to review the IDEAS Challenge Summary Report, read the Community Guidelines, ask questions, or start a conversation. A video player titled "Welcome Video - How it Works!" is featured, showing a group of diverse women smiling. Below the video is a text block titled "Creating a Brave Space" with the following text: "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." The text is attributed to Micky Scottby Jones. On the right side of the page, there is a section titled "What's on your mind..." with a prompt: "Reflections since the event. What excites you about being a Solution-builder?". Below this is a list of user posts. The first post is from LC, dated 12 months ago, asking "Maintaining a career, a new entrepreneur, of people with handicap, how too?". The second post is from IDEAS Challenge, dated 12 months ago, thanking users for their participation and providing a link to a handbook: "chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.mcgill.ca/epilupus/files/epilupus/Self-Employment\_with\_Disabilities\_Handbook.pdf". The third post is from V. Ophelia Rigault, dated 12 months ago, providing a link to the March of Dimes Canada website: "https://www.marchofdimes.ca/en-ca/programs" and the Employment Services Website: "https://www.modemploymentservices.ca/". The fourth post is from SS, dated 8 months ago, mentioning "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 and solution priorities.




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

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



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# 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.

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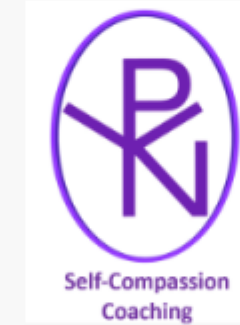
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## The IDEAS4GE Team

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



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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