



#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



3rd IDEAS4GE Community Building Event

Montreal - Quebec - October 18, 2023

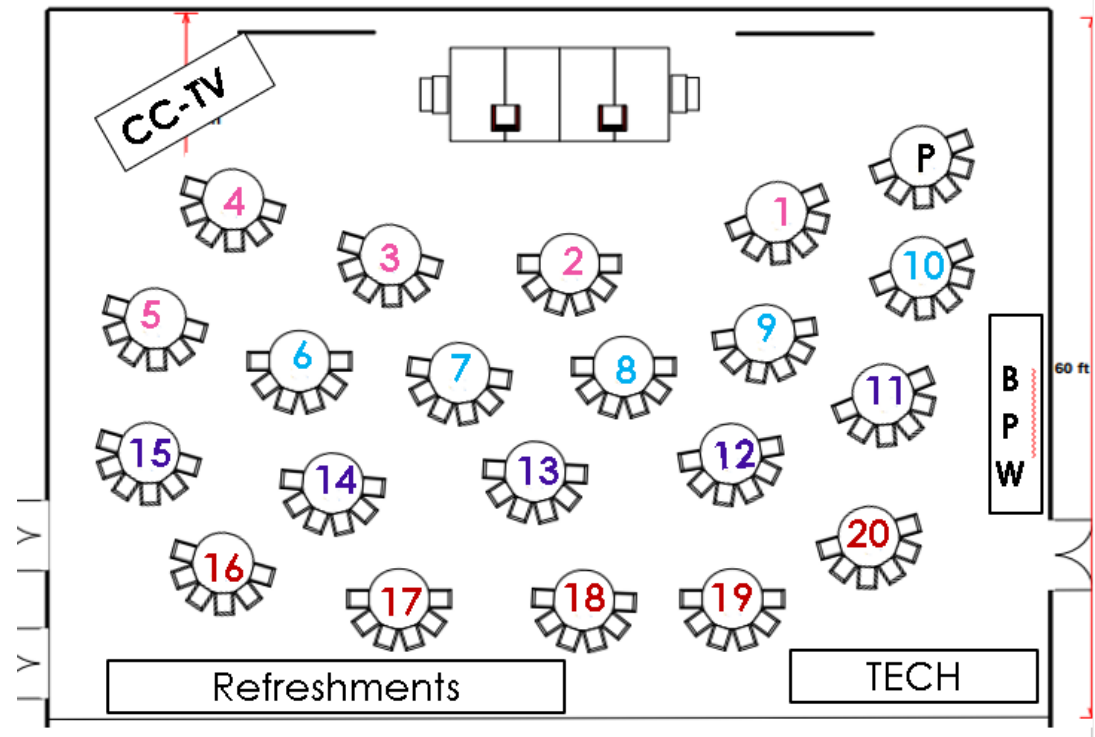
IDEAS4GE Innovation Challenge: Putting IDEAS into ACTION

“Topic Areas and Summary Notes”

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 Topics/Facilitators

INCLUSION - (Table 1, 2, 3, 4, & 5: Anik S./Pascale A./Veronique M./Nadine E./Cecile K., Cheryl G.)

DIVERSITY - (Tables 6, 7, 8, 9 & 10: Mylene d./ Marie-Claude/ Marcel S./ Shanul K./ Nada K./Phygelle O./ Gabrielle S)

EQUITY - (Tables 11, 12, 13, 14, 15: Chan T./ Coves L./ Nabila G)

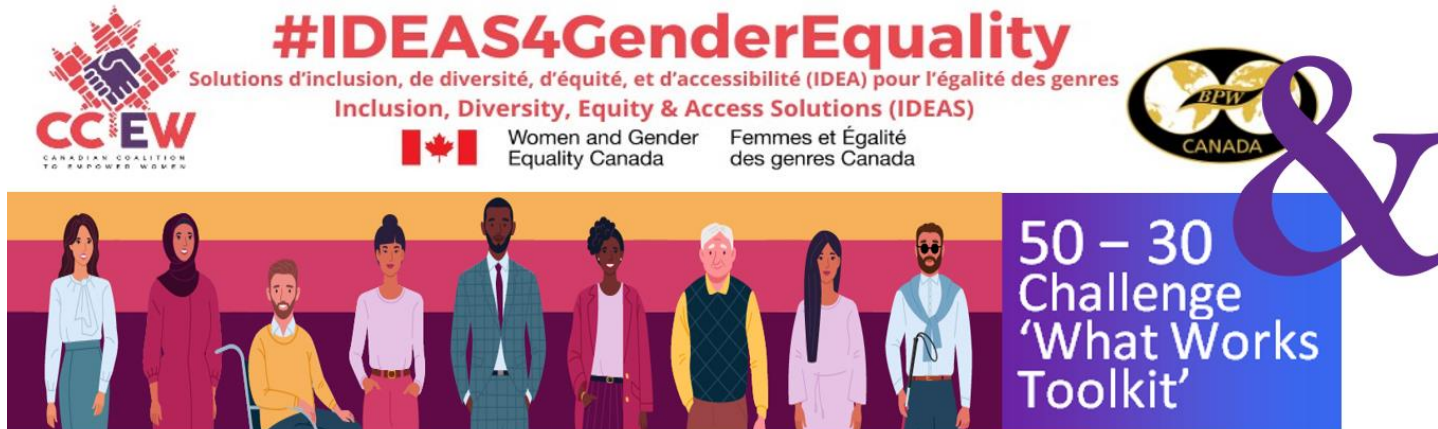
ACCESS - (Tables 16, 17, 18, 19 & 20 : Gabrielle L./Rafael P./Genevieve D./Rose-Andree H./Nahomie)

Zoom Bk-out Room Facilitators: Group assignment TBD

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

Note: Assigned table facilitators, topics & diverse linguistic needs were adjusted to meet participant requirements the day of the event.

IDEAS & 50 – 30 Challenge What Works Toolkit



The 50 – 30 Challenge: Your Diversity Advantage

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 Arrangement & Opportunities

ACCESS

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

Sub-Heading Topic Definitions for IDEA Break-out Groups

IDEAS4GE: Innovative Solution Building Topics



1. Inclusion

Leadership Behaviours – Show the Way

- Validating & Reinforcing behaviours that 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 belonging & promotes bringing authentic self to work and daily interactions

2. Diversity

Intentional Intersectional Recruitment

- Job Descriptions Postings, Recruitment Screening, Interview and Hiring Practices promote broad interest and success

Team Support – Respect & Celebrate

- Strong sense of support within and across teams, to celebrate & respect difference and sameness

Motivation & Impact

- Individuals are motivated to make a positive impact by accessing resources and addressing myths and biases

Data Collection & Data-based Decision Making

- Diversity based data collection protocol to protect privacy and do no harm is used to set and support diversity related goals

Employee Engagement

- Mechanisms in place to ensure diverse experiences and perspectives are sought out to contribute to impactful solutions and a continuous improvement culture

3. Equity

Supporting Policies and Process

- Promote respectful workplace behaviour and address inappropriate conduct

Leadership Availability

- Formal and Informal channels to have open discussions with employees

Tools & Resources for Advancement

- Individual tools, role training and EDI Champion programs ensure all employees are provided opportunities for advancement within the organization

Bias & Barrier Reducing Systems and Structures

- Infrastructure in place to remove barriers that prevent the full participation and equal advancement of employees

Flexible Working Arrangements & Opportunities

- Acknowledge unique life experiences, responsibilities and opportunities for flexible work arrangements are openly communicated to all.

4. Access

Job/Workspace Design

- Mechanisms in place to accommodate and/or design barrier free jobs/workspaces

Accessible Knowledge Sharing

- Knowledge is openly shared in a manner that can be accessed by all

Barrier Free Mentorship, Sponsorship and Career Coaching

- All employees have equal access to advancement initiatives across the organization

Individual Accountability

- Demonstrated commitment to role model equitable and inclusive behaviour across all levels of the organization

Training and Up-skilling

- Skill development opportunities are accessible and available to all employees

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	



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

IDEA Topic:

Sub-topic:



**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

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





GROUP TOPIC DISCUSSION - IN PERSON – Oct 18

OPPORTUNITIIES

Group Notes/Brainstormed Solutions

Preconscious Myths & Biases

INCLUSION

Table #1
Sense of Belonging & Authenticity

- Enable individuals to identify issues through stories – storytelling belongs to everyone (no poster children) - helps to solve the lack of education problem and promote the importance of Inclusion
- Need access to institutions/centres for counselling support to effectively manage conflict in the workplace
- Advocate for Diversity, Equity and Inclusion (DEI) approach in university/college training of Human Resource (HR) professionals to create awareness for future HR practitioners
- Develop questions candidates can ask in the interview to gage the organizations approach to (DEI)
- Create policies that can more intentionally serve diverse persons, provide transparent salaries in hiring process, enable objective not subjective career path promotions, enable, peer to peer mentoring
- Establish measurables to create accountability

- Gender Career gaps are the product of choice
- Equality is achieved when you treat everyone the same

INCLUSION

Table #2
Sense of Belonging & Authenticity

- Provide Tools & Training to be better allies - more aware of others and diverse communities BIPOC, gender diverse, newcomers, temp/migrant-get out of the box & outside our traditional network
- Challenge the “right fit” and “fit in” mentality this typically does not encourage people to be their authentic self
- Invest in mentoring/coaching that is not a one size fits all, it needs to meet the unique needs of the individual
- Day to day granular action to build a culture where trust reigns i.e.,
 - Build a psychological safe space to learn
 - Recognition & celebration contribute to a sense of belonging
 - Turning mistakes into ideas for improvement builds respect
- Use Statistical & anecdotal data to make systemic changes

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Focusing on large corporations will change the game
- Just need to fix/change women
- Equality is achieved when you treat everyone the same
- Diversity contravenes meritocracy

INCLUSION

Table #3
Safe Communities & Culture of Trust

- Organizations can identify issues through storytelling and build a powerful business case to drive concrete actions to promote inclusion
- Let’s use qualitative and quantitative data to create accountability
- Policies & processes are needed for real actions - not just words

- Just need to fix/change women
- Diversity contravenes meritocracy



GROUP TOPIC DISCUSSION – VIRTUAL – Oct 18

OPPORTUNITIIES

Group Notes/Brainstormed Solutions

Preconscious Myths & Biases

INCLUSION

Grp #1 (Fr) Leadership Behaviours

- Raise awareness, train staff, to promote and communicate inclusion measures put in place and why
- Give people space, who may have difficulty in understanding how inclusion is in line with the values of the company/organization or individuals
 - Each person has a place and has access to developmental opportunities to contribute
 - Accessibility is more than physical space, i.e. language, culture and socio-economic factors etc.
- Promote ownership where everyone feels responsible to do their part to create an inclusive space for all
- Communication is key – everyone expects to receive the tools and training they need and will make known any training needs or concerns necessary to promote success and support an inclusive organization

- Controlling bias is all about changing individuals
- Focusing on large corporations will change the game
- Equality is achieved when you treat everyone the same

INCLUSION

Grp #2 (En) Safe Communities & Culture of Trust

- Language and respect are important
- Promoting Cultural Diversity
 - How to ensure perspectives around cultural perceptions are shifted to be more inclusive (ex. How body language can be perceived differently across cultures)
- Communication
- Finding middle ground - how can we ensure that all perspectives are included and create shared understanding / common ground for work
- Examine what is different (not necessarily a bad thing) and what is missing / needs to be added
- Moving beyond “checking a diversity box” what does it mean to be inclusive and create culturally safe / aware communities / workplaces
- Shifting culture to be a listening space
 - Progressive mindset to elevate spaces to engage in practices that are culturally transformative and inclusive (cannot create external systemic change without internal change)

- Equality is achieved when you treat everyone the same



GROUP TOPIC DISCUSSION - IN PERSON – Oct 18

OPPORTUNITIIES

Group Notes/Brainstormed Solutions

Preconscious Myths & Biases



Table # 6
Team Support –
Respect &
Celebrate

- Diverse role models & representation across all levels demonstrate that diversity is valued within an organization
- Companies need to talk about why we need diversity, engage all genders and intersectionality's, including men
- Encourage sharing, being open, direct but sensitive, develop humility, meet people where they are, act on what you hear
- Educate self and ask what you know or take for granted
- Use inclusive recruitment criteria and promote flexible working condition, training and job sharing etc.
- Ensure diversity is considered when recruiting and circulate job opportunities in diverse targeted communities
- Review policies and implement measures to find under-represented groups e.g. hiring surveys etc.

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Focusing on large corporations will change the game
- Just need to fix/change women
- Equality is achieved when you treat everyone the same
- Diversity contravenes meritocracy



Table #7
Employee
Engagement

- Educate senior leaders on bias - start at University/College
- Involve team members in decision making process
 - Employee Committees – present to senior leaders
 - Coffee meetings to provide senior leaders with experience of where the people are living
 - Suggestion Boxes
- Engage Board and operations in diversity policies, programs & practices – it is not just an HR responsibility
- Provide ongoing follow-up on progress & implications of decisions impacting diversity within the organization

- Controlling bias is all about changing individuals
- Focusing on large corporations will change the game
- Equality is achieved when you treat everyone the same (verify in this groups discussion)



Table #8
Intentional
Intersectional
Recruitment

- Leadership needs to role model intersectionality and promote work/life balance for men/women - all genders
- Intentional intersectional recruitment applied externally as well as in internal promotion and advocacy
- Ensure unconscious bias training/mentoring/allyship/advocacy/DEI targets are measured, tracked and baked into the entire recruitment process and across career lifecycle
- Everyone is engaged not just for HR or senior mgmt.
- DEI council, set targets, KPIs to monitor progress to diverse representation, all levels of the organization/ operations are accountable for DEI improvement
- Inclusive language in job description/posting (avoid he/she-gender neutral), broad posting not just LinkedIn Community centre/dress for success etc.
- Interviews are accessible with pre-arrangement for neurodivergence, mobility, hearing/visual etc.
- Panel/group interview vs. one interviewer

- Gender Career gaps are the product of choice
 - Controlling bias is all about changing individuals
 - Focusing on large corporations will change the game
 - Just need to fix/change women
 - Equality is achieved when you treat everyone the same
 - Diversity contravenes meritocracy
 - * Non-Canadian (education/experience less valued)
 - * Education more valued than experienced despite demonstrating skill/ability to do a job
 - * Age bias
- (* Additional Myths/Biases added by groups)

GROUP TOPIC DISCUSSION - IN PERSON – Oct 18



EQUITY

OPPORTUNITIIES

Table #12
Bias & Barrier
Reducing System &
Structures

Group Notes/Brainstormed Solutions

- Reverse mentoring for people in management positions
- Pair people facing barriers, bias and prejudices in one-on-one discussions to raise awareness and make lived realities visible and help to influence decision-making.
- Share insights with whole organization & teams, so that meaningful solutions can be implemented and understood
- Find driven, passionate and engaged people to be mentors
- Build an inclusive action plan to ensure diverse representation (BIPOC-Gov't Cultural Groups, all genders, women, 2SLGBTQAI+, and Persons living with Disabilities...)
- Add IDEA practices to mgmt. performance evaluation
- Include measurement tools to guide DEI progress

Preconscious Myths & Biases

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Just need to fix/change women
- Equality is achieved when you treat everyone the same
- Focusing on large corporations will change the game
- Diversity contravenes meritocracy

EQUITY

Table #13
Tools & Resources
for Advancement

- Communication and respect are key, we need to be vulnerable and ready to listen and learn from others
- Tools and testimonials bring visibility to diverse experiences
- Understand issues before solutions are developed
- Need to build an understanding of how equity can lead team members to be their authentic selves
 - Need safe equitable space to promote open-minded sharing
 - Need to understand challenges to be proactive and create equitable policies and practices

- Controlling bias is all about changing individuals
- Equality is achieved when you treat everyone the same (verify in this groups discussion)

EQUITY

Table #14
Bias & Barrier
Reducing System &
Structures

- Use selection grid and train people who recruit, anonymize CVs for sorting and analysis to create a fair & consistent approach
- Diversify communication channels to expand hiring pool, & team up with organizations to reach under-represented candidates
- Enrich and diversify the selection committee
- Have an overall plan and measure progress to plan and monitor impact of changes and adjustments
- Accountable-equity based data collection and reporting
- Societal cultural norms should be changed

- Gender Career gaps are the product of choice
- Controlling bias is all about changing individuals
- Equality is achieved when you treat everyone the same
- Diversity contravenes meritocracy

ACCESS

Table #19
Barrier Free
Mentorship,
Sponsorship &
Career Coaching

- Make mentoring, sponsorship, career coaching & professional development accessible to all (M-P-A)
- Include reverse mentoring for leaders in the training and development plan for the organization and make accessible mentoring and career coaching mandatory for all staff
- Fund training & development budget of 1% of total salaries
- Demistify the role of women in leadership
- Develop empathy & understanding in able-bodied persons through virtual reality & experiencing everyday challenges of living with a disability.
- Challenge biases and raise accessibility awareness in schools, (start early), in businesses, government and organizations

- Gender Career gaps are the product of choice

INCLUSION GROUP TOPIC SOLUTIONS THEMES

OPPORTUNITIES

Preconscious Myths & Biases

Solution-Building Themes

INCLUSION

Table #1 Sense of Belonging & Authenticity

Table #2 Sense of Belonging & Authenticity

Table #3 Safe Community & Culture of Trust

Virtual Grp#1 Leadership Behaviours

Virtual Grp#2 Safe Community & Culture of Trust

- Gender Career gaps are the product of choice **X2**
- Controlling bias is all about changing individuals **X2**
- Just need to fix/change women **X2**
- Equality is achieved when you treat everyone the same **X4**
- Focusing on large corporations will change the game **X2**
- Diversity contravenes meritocracy **X2**



1. Education Tools & Resources ([IDEAS Hiring Solution](#) & [What Works Tool Kit](#))

Leadership team members, HR, and DEI practitioners play a critical role in fostering inclusion and promoting awareness about the benefits of creating **safe communities of belonging** where team members in all their diversity can succeed and be their **authentic self**.

Creating a **safe culture of trust** through concrete actions that demonstrate a meaningful commitment to valuing diversity (not just checking the box) will drive shared ownership at all levels of the organization and promote inclusive recruitment, retention, growth and development opportunities for all new and existing team members. ([The benefits of intersectional awareness and inclusion are reinforced across the IDEAS Journey - Step One through Step Six Creating a Community of Belonging in the IDEAS4GE Inclusive Hiring Solution](#)).

2. Intentional Intersectional Inclusive Recruitment & Retention

Detailed intersectional recruitment and retention strategies to build leadership capacity were referenced across the in-person and virtual inclusion group discussions. Topics explored included, intersectional awareness and bias training for inclusive recruitment, job descriptions, postings and interviews that reduce barriers and promote broad accessibility including language, rural, IT, socio-economic factors & community outreach and equitable candidate selection. ([Inclusive Person-centric Hiring Solution - debuted at the end of the Oct 18th event and IDEAS4GE sustainability plan reviewed to ensure recommendations are reflected](#))

- Strengthen diverse community partnerships to build in critical inclusive educational content into a wide range of course curriculums for future leaders i.e., Business, HR, DEI, Practitioners, Community Organizations, Public Service and Governance fields of study.
- Widely share intersectional recruitment and retention strategies from IDEAS Inclusive Hiring Solution with University & Colleges, HR associations, Governments at all levels and Community Organizations.
- Recommend incorporating IDEA/DEI questions into the interview preparation process (candidate & interview team). interview team needs to be prepared for DEI related questions from candidates and see them as a positive indicator of candidate receptivity to contributing to an inclusive work culture.

3. Creating Inclusive Policies & Practices ([See Solutions & Sustainability Plan](#))

Reach out and build collaborative multi-stakeholder partnerships for best practice sharing & policy development across all sectors to build capacity and to advance impactful inclusive behaviours & actions in the workplace, marketplace and communities across Canada.

- Ensure mechanisms are in place to engage diverse perspectives and experiences in developing inclusive internal systemic change, policies and practices.

4. Statistical Data Use ([See Solutions & Sustainability Plan](#))

Use Intentional quantitative and qualitative data collection to support IDEA decision making.

- Storytelling, safe & secure baseline data collection that does no harm will guide intentional intersectional recruitment, retention and help to sustain trusting communities of belonging.

DIVERSITY GROUP TOPIC SOLUTIONS THEMES

OPPORTUNITIES

DIVERSITY

Table #6 Team Support Respect & Celebrate

Table #7 – Employee Engagement

Table #8 Intentional Intersectional Recruitment

Preconscious Myths & Biases

- Gender Career gaps are the product of choice **X2**
 - Controlling bias is all about changing individuals **X3**
 - Just need to fix/change women **X2**
 - Equality is achieved when you treat everyone the game **X3**
 - Focusing on large corporations will change the game **X3**
 - Diversity contravenes meritocracy **X2**
 - * Non-Canadian Education & Experience are of lesser value
 - * Education is more important than experience
 - * Age too young/too old
- (*)Other Myths/Biases added by group



Solution-Building Themes

1. Education Tools & Resources (*IDEAS Hiring Solution & What Works Tool Kit*)

To support leadership team to effectively communicate respect and value for diversity.

- Actively listen, role model being vulnerable and demonstrate willingness to learn from others
- Need to share why diversity is important and how we all benefit when we raise awareness about unconscious biases, obstacles and impact of prejudice
- Engage in one-on-one conversations so that impactful solutions can be developed and understood by the whole organization

2. Intentional Intersectional Inclusive Recruitment & Retention

Intersectional recruitment strategies designed to build leadership capacity to secure a diverse talent pool and promote diversity in both external recruitment & internal candidate selection and advancement were referenced across all diversity group discussions. (*Inclusive Person-centric Hiring Solution and Sustainability Plan reviewed to ensure recommended areas of focus are reflected*)

- intersectional awareness and bias training to promote the use of Inclusive language and gender-neutral terms (avoid he/she) in job descriptions and postings etc.
- Reassess job descriptions and postings for unnecessary barriers i.e., emphasize demonstrated required skills for success vs. arbitrary education/experience, flexible work arrangements etc.
- Promote broad accessibility including language (avoid acronyms/jargon), rural, IT, socio-economic factors & community outreach and equitable candidate selection.
- Ensure posting locations/formats are broad (where diverse communities are not your standard/past practice i.e., linkedin, are accessible, and offer opportunities for pre-arranged accommodations; neurodivergence, mobility, hearing/visual etc.)

3. Creating Inclusive Policies & Practices (*See Solutions & Sustainability Plan*)

Ensure diverse perspectives and experiences inform internal systemic change & policies.

- Employee committees, present to senior management, coffee meetings, suggestion boxes, and surveys with transparent communication and follow-up actions
- Operation contribute to DEI programs/policies & practices not just an HR/Leadership function

4. Statistical Data Use (*See Solutions & Sustainability Plan*)

Embed data collection measures or practices to monitor progress toward achieving and sustaining diverse representation within the organization.

- Pre-recruitment hiring surveys/community outreach provides insight into existing practices
- Post-recruitment analysis - what worked? and what didn't? - assists with monitoring the effectiveness of recruitment postings in drawing diverse applicants, understand impact of applicant screening/selection and interview processes on achieving diversity goals.
- DEI/Diversity Councils support organization in monitoring progress toward achieving and sustaining community diversity representation within the organization
- Entire organization is accountable for the continuous improvement of DEI performance indicators

EQUITY GROUP TOPIC SOLUTION THEMES

OPPORTUNITIES

EQUITY

Table #12 Bias & Barrier Reducing System & Structures

Table #13 Tools & Resources for Advancement

Table #14 Bias & Barrier Reducing System & Structures

Preconscious Myths & Biases

- Gender Career gaps are the product of choice **X2**
- Controlling bias is all about changing individuals **X3**
- Just need to fix/change women **X2**
- Equality is achieved when you treat everyone the same **X3**
- Focusing on large corporations will change the game **X1**
- Diversity contravenes meritocracy **X2**



Solution -Building Themes

- 1. Education Tools & Resources** (*IDEAS Inclusive Hiring Solution & What Works Tool Kit*)
Leadership team members and organizations in general will benefit from tools and resources to assist with understanding how equity-based policies and practices will create a safe community of belonging where team members in all their diversity can freely introduce systemic and structural changes that promote the full participation of all employees.
[IDEAS4GenderEquality Innovation Tools & Resources under development](#)
 - Share activities and mechanisms that support leadership self-discovery, build capacity and willingness to be vulnerable and develop active listening skills and communication strategies to model respectful dialogue
 - Incorporate reverse mentoring into organization professional development & training programs
 - In a safe environment pair persons with insights into diverse lived experiences and knowledge of potential impact of systemic structures and barriers with leadership/decision makers to build understanding & influence more equitable solutions.
 - Develop a DEI action plan to cultivate a culture of diverse representation where all team members have equal opportunities to succeed and thrive
- 2. Intentional Intersectional Inclusive Recruitment & Retention**
Intersectional equity-based recruitment and retention strategies designed to build leadership capacity to achieve diverse representation through bias and barrier reducing systems and structures were referenced across all diversity group discussions. [Inclusive Person-centric Hiring Solution and Sustainability Plan reviewed to reflect recommendations.](#)
- 3. Creating Inclusive Policies & Practices** (*See Solutions & Sustainability Plan*)
Equity requires applying a fresh lens to understand the unique experiences and needs of diverse individuals or groups and provides an opportunity to develop policies and practices that allocate the right resources at the right time to the right individuals. Through equitable inclusion and access strategies equality will be advanced for the rich diversity of women and all employees.
 - Ensure diverse perspectives and experiences shape the development of internal systemic change & policies that reflect all genders and broad community experiences, social norms and values.
- 4. Statistical Data Use** (*See Solutions & Sustainability Plan*)
Conduct accountable equity-based data collection to guide and inform IDEA practices and embed DEI targets and behavioural measurements into management performance evaluations and team professional development goals.

ACCESS GROUP TOPIC SOLUTIONS THEMES

OPPORTUNITIES

Preconscious Myths & Biases

Solution -Building Themes

ACCESS

- Gender Career gaps are the product of choice X1

Table #19 Barrier Free Mentorship, Sponsorship & Career Coaching

Mentorship &
Professional
Development
Access (M-P-A)



1. Education Tools & Resources (*IDEAS Inclusive Hiring Solution & What Works Tool Kit*)

Support leadership in developing effective inclusive and accessible mentoring, sponsorship and career coaching skills.

- Develop empathy and understanding of the impact of bias and barriers in achieving one's full potential
- Demystify the role of women in leadership
- Include reverse mentoring for leaders in the training and development plans for organizations

2. Intentional Intersectional Inclusive Recruitment & Retention

A demonstrated commitment to accessible and inclusive mentoring, career coaching and professional development is a valued recruitment asset and well delivered will contribute to potential longer term retention statistics.

3. Creating Inclusive Policies & Practices (*See Solutions & Sustainability Plan*)

Ensure mentoring, sponsorship, career coaching and professional development opportunities are accessible and an expectation for all employees across the organization.

4. Statistical Data Use (*See Solutions & Sustainability Plan*)

Tracking progress toward established equitable and accessible mentoring and professional development and career coaching goals will help the organization identify opportunities for overall DEI strategy refinement and continuous improvement.



October 18, 2023

IDEAS Innovation Challenge:
Table Break-out discussion &
Solution-Building



Table #1 – INCLUSION (Cecile Kayijuka/Gabrielle Lagarde Le Chasseur)



Table # 2 – INCLUSION (Pascale Alpha/Rafael Provost)

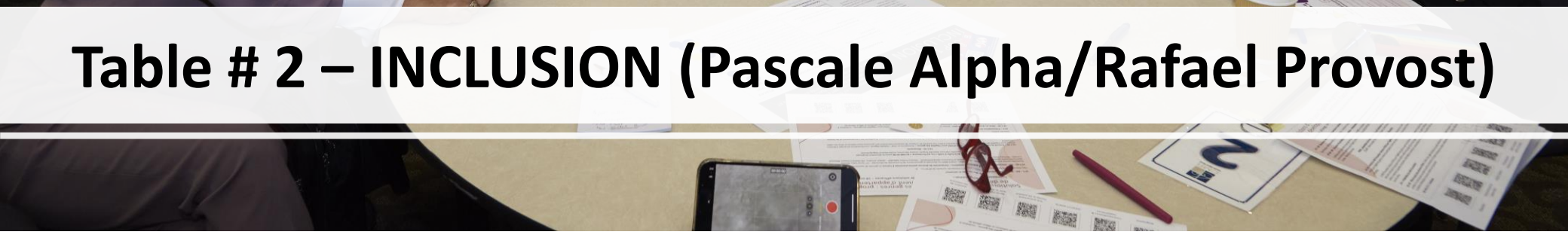




Table #3 – INCLUSION (Tara Mandjee, Véronique Mauro)



Table #6 – DIVERSITY (Anik St – Pierre, Mylène de Repentigny)



Table #7 – DIVERSITY (Marie-Claude Poliquin/Nadine El Saddi/Marcel Solocha)



Table #8 – DIVERSITY (Shanul Kazi/Cheryl Glionna/Nada Khan)



Table #12 – EQUITY (Nahomie Jb Millien/Chan Tep/Gabrielle Sylvestre/Genevieve Daoust/Phygelle Obas)



Table #13 – EQUITY (Coves Larose)



Table #14 – EQUITY (Jimena Andino Dorato/Sophie Makonnen/Nabila Ghernati)



Table #19 – ACCESSIBILITY (Rose-Andree Hubbard)

Virtual Break-out Groups

Group #1 – INCLUSION (Toby Toth)

Group #2 – INCLUSION (Deborah Dahan)



Our Journey Continues.

*Please make it your
own.*

*Take any of these
ideas, and
these IDEAS, and put
them into action in
your organization.*

Collaborative Solution-building



Be sure to let us know how you get on!



#IDEAS4GenderEquality

Solutions d'inclusion, d' 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



Collaborative Solution-building



Our Journey Continues
“Putting IDEAS into Action”

Création de solutions Collaboratives



Notre voyage continue
“Mettre les IDÉAS en action”