

CCWESTT 2022 POLICY FORUM REPORT



CCWESTT 2022 Policy Forum
11 May 2022, Halifax, Nova Scotia

Bold Action:
Re-examining pathways to systemic change

**Submitted by: Courage Group International – Holistic
Organizational Transformation Inc.**

Report date: June 13, 2022

CCWESTT 2022 POLICY FORUM REPORT

CONTENTS

INTRODUCTION AND CONTEXT	3
PRESENTATIONS	4
OPENING AND WELCOMING REMARKS	4
BOLD ACTION: RE-EXAMINING PATHWAYS TO SYSTEMIC CHANGE.....	4
ACCELERATING THE PACE OF SYSTEMIC CHANGE DURING TIMES OF GLOBAL SHOCK.....	6
THE PARTICIPANT DISCUSSIONS AND RECOMMENDATIONS.....	8
TABLE DISCUSSION – ROUND ONE	9
FOCUS QUESTIONS:.....	9
WHAT ARE THE BOLD ACTIONS NEEDED TO ACCELERATE THE PACE OF CHANGE? WHY IS IT BOLD?	9
BOLD ACTIONS IDENTIFIED IN ROUND ONE	10
TABLE DISCUSSION – ROUND TWO	11
FOCUS QUESTIONS:.....	11
HOW CAN WE ACCELERATE BOLD ACTION? WHY WILL IT WORK?	11
KEY CHANGE ACCELERATORS	12
HIGH POINTS FROM THE PARTICIPANT’S EVALUATION OF THE POLICY FORUM	15
ONE PARTICIPANT’S NOTEWORTHY CONTRIBUTION	15
MOVING FORWARD	17
CLOSING	17
APPENDIX A – POLICY FORUM AGENDA	18
APPENDIX B – GRAPHIC FACILITATION	19
APPENDIX C – PHOTO GALLERY	196

CCWESTT 2022 POLICY FORUM REPORT

Introduction and Context

The half-day 2022 CCWESTT Policy Forum, held on the afternoon of May 11th, preceded the 19th Biennial CCWESTT conference in Halifax, Nova Scotia. The theme of the 2022 conference was *Reach for the Stars: Creating Impact Together* while the theme of the Policy Forum was *Bold Action: Re-examining pathways to systemic change*. The goal of CCWESTT's 2022 Policy Forum was to fuel collaboration of members and allies with the aim of generously sharing knowledge and resources to inspire the acceleration of progress towards more women being hired, retained, and promoted in SETT workplaces.

The 2022 Policy Forum was the fourth forum to be held since the inaugural Policy Forum in 2012 when Halifax last hosted CCWESTT. These forums precede the (usually) biannual conferences of CCWESTT which highlight activities by member organizations, industry partners and government initiatives that are working towards a more diverse SETT workforce in Canada. With a vision of a Canadian SETT workforce that values diversity and inclusion and a mission to be a recognized leader for and a voice of a national community for women in SETT. CCWESTT builds alliances and partnerships which support and celebrate a diverse SETT workforce.

The half-day policy forum provided space for approximately 100 participants to hear novel ideas on accelerating systemic change and to engage in small group discussions on what bold actions were needed to accelerate the SETT agenda and how these bold actions might be implemented.

In advance of the event CCWESTT's Systemic Change Project Team circulated a background document, [2022 Policy Forum Briefing](#), to inform the participant discussions. The document provides summaries of the key findings from the previous three fora, the status of women in SETT across Canada, and examples of actions creating momentum for change.

As noted in the background document, the search continues for successful means and methods to activate large-scale systemic change in SETT. Unleashing collective potential for systems change across Canada will require unprecedented mobilization of CCWESTT members, partners, and allies to catalyze collaboration across sectors. The ultimate goal is to change the policies, practices, power dynamics, social norms and mindsets that underlie the issues that women in SETT are currently facing. The realization of this desired future revolves around accelerating collective action on focused efforts. Systemic change in SETT involves addressing the causes, rather than the symptoms, by taking a wholistic (or 'systemic') view. Systemic change requires adjustments or transformations in the policies, practices, power dynamics, social norms, and mindsets that underlie the barriers facing women. It involves the collaboration of a diverse set of players on the local, provincial/territorial, and national level. Wholistic change has multiple dimensions. It involves setting new directions, including but not limited to, creating supporting policy and shifting cultures.

CCWESTT 2022 POLICY FORUM REPORT

This report documents the outcomes of the discussions held between approximately 90 participants who attended the 2022 Forum.

PRESENTATIONS

Opening and Welcoming Remarks



The President of CCWESTT, Larissa Vingilis-Zaremko PhD., opened the forum with a land acknowledgement and shared her enthusiasm that the forum provided a voice for the participants invaluable contributions toward “moving the CCWESTT mission forward”.

The Honorable Kim Masland, Minister of Public Works for the province of Nova Scotia, welcomed the delegates to Halifax and to the conference.



The conference co-host and NSERC Chair, Women in Science and Engineering – Atlantic Region, Tamara Franz-Odendaal PhD., extended a warm welcome to the Forum participants and introduced the keynote speaker, Imogen Coe

Bold Action: Re-examining pathways to systemic change.

Imogen Coe, PhD., Professor of Chemistry & Biology, Toronto Metropolitan University, and a well-known thought leader in Equity Diversity and Inclusion (EDI) began her address with a land acknowledgement before sharing her views on systemic change. She opened with her assessment of the process for changing the colonial name of her university. For a structure

CCWESTT 2022 POLICY FORUM REPORT

based in the mediaeval constructs of old white men, the issue of a name change raised the bar in a surprisingly short time. It was a bold move – “it took courage, it took leadership, it took time, it took consultation, it took everyone. Are people all happy? No, of course not. But actions count...

In keeping with the concept of **Bold Action**. Coe used her university’s name change as an example of “courage to acknowledge our own complicity in systems of oppression”. Coe stated “if we want to challenge misogyny & gender bias in STEM/SETT - we need to challenge racism.” She said that equity and excellence are mutually conducive and by bringing together diverse people and creating safe environments, as done in the CCWESTT Policy Forum, we can achieve bold things.

Coe reminded Forum participants that boldness requires several factors. She said,

- We must have the **courage to acknowledge our own positions**, and to recognize our own complicity, as are part of a system that oppresses and controls women, while continuing to fight misogyny and racism.
- Bold action requires **challenging the system that most of us benefit from**. We must look at the systems within which we live and work to find those among us who particularly need our support. We must use our voices and resources on behalf of those in need.
- We **need to be informed**; to work on **bold actions that are data-driven and incentivized**. Strategies to produce change can be realized through several channels: **legislation, regulation, incentivization, education**, and others.



Forum attendees were reminded that we need to get better at calling men in, and to holding them accountable, and that parents are responsible for raising feminist sons and fully realized daughters. We need to take on media and other influencers to stop them gender stereotyping kids.

Coe went on to say politics and public fora can be contentious places. Women’s voices need to be fully represented there in the fullness of all their talents. And none of this is easy. Coe returned to the theme of courage as action in the presence of fear. Fear of backlash to our actions and opinions. She said we can each move from where we are “from allyship to becoming advocates, activists and preferably, accomplices and co-conspirators.” She concluded by saying we can create space, call others in, listen and learn from those who are not in the room. WE need them.

CCWESTT 2022 POLICY FORUM REPORT

Accelerating the pace of systemic change during times of global shock.

Christina Comeau, a consultant in catalysing strategic change and a PhD student studying mechanisms for accelerating systemic change, offered brief comments on key concepts that inform the challenges underlying complex system change.

Her talk began with two questions. “If we are as intent as we are on systemic change, why is it not happening? How can we be more successful at accelerate systemic change?” Comeau asserted that the rules of complex change are unique. To arrive at better outcomes than we’ve achieved so far there is as a collection of things that if done simultaneously may help accelerate systemic change.



If we wish to investigate new pathways, these 8 key accelerators of systems change:

- **Meta thinking.** We are a part of the system we hope to change. Think about how you’re thinking. Recognize your strengths, limitations, and biases in how you make sense of what is going on and the decisions you make. Take time to see how your actions are intertwined with everyone else’s and that other people differences are part of what is going on. . We are brilliant in the diversity of our many points of view. Regardless of their expertise, or power, no one can implement change alone. We must work together, yet we are all different. We must step up, mindfully, to the many challenges of change with tenacity and humility.
- **Governance.** The governance of complex change is about the useful application of what is learned along the way—not control. Begin with the challenge of “how to follow through” in mind. Even the best solutions are challenged when it comes time to mobilize adoption. Most complex problems have no one agency than can implement their solution. Meta-thinking can inform how to plan for and nurture the work of the many hands needed for implementation.
- **Evaluation.** When working in complexity, understanding how things are going is much less about goals and milestones than it is about observing, reflecting collectively, and sensemaking, in order to understand what best to do next. Evaluation is the source of wisdom that informs governance.
- **Emergence.** Complex systems are largely ambiguous and unpredictable. Because we cannot wholly predict outcomes, when we examine complex systems, we speak of emergence as something that happens that would have been impossible to predict based only on what we knew about the system before emergence happened. Emergence can be beneficial or in can be harmful. Evaluation is how we watch for emergence, detect it as early as possible, and assess its impact.

CCWESTT 2022 POLICY FORUM REPORT

- **Intervention.** The behaviour of complex social systems is not wholly dependent on a series of cause-and-effect interactions. Rather they respond to three-way interactions between people, the relationships between people, and the impact of the social environment on both people (individually and collectively) and their relationships. In practice this seems impossible to understand fully, but we must do something if we wish change to happen. Interventions are the planned interactions we inject into the system in the hope of catalyzing beneficial emergence.
- **Shared Vision.** Before WE can hope to catalyze change, WE need to understand what we are changing *from* and what we are changing to. It is often unlikely that a large diverse group of people and organizations will arrive at complete consensus. Rather, it can become an exercise in understanding how a pluralism of views can synergize around how a preferred future is nonetheless desirable from many different perspectives.
- **Conversation.** Arguably, meaningful, respectful conversation where people talk with and listen to each other is one of our most effective instruments of change. It is perhaps the only way to achieve a viable shared vision that is sustainable once the evitable challenges that every change initiative face begin to occur. Meaningful conversations surface challenges before they happen. Through conversation everyone becomes more resilient, able to sustain a shared vision, and agree on how to adapt interventions to whatever has emerged.
- **Systems within systems.** Everything is connected. Every system is part of a larger system, and every system is made up of smaller systems. To plan systemic change, one needs to be constantly looking up, down, across, within, and without. We can't work on only one part of the system. It's not easy but it is what needs to be done, to avoid the lethargy of misconceptions, slowdowns, disagreements that cripple change. Accelerating system change requires the organization, reflection, and tenacity to optimize our overall awareness of all that is happening and respond purposefully. It takes a system to change a system.

CCWESTT 2022 POLICY FORUM REPORT

THE PARTICIPANT DISCUSSIONS AND RECOMMENDATIONS

Format



During the main part of the Policy Forum, participants engaged in two small group discussions of 6 to 8 people. Each discussion was guided by a volunteer table moderator using two focusing questions.

Before the table discussions began, Donna Clark, PhD., Courage Group Inc., briefed participants that the purpose of the discussions was to seek new pathways for Bold Action. She encouraged participants to “bring up something you are passionate about. Speak with your heart and mind and *listen to understand*”. The idea is to look beyond what is being done now to find new BOLD pathways to achieve what needs to be done. There will be a need to take the conversation outside the room to other allies and other groups the participants connect with, but for today, they are the people who have responded to the invitation.



Participants were encouraged to work with their table moderator to discuss the focus questions before arriving at 2 to 3 prioritized recommendations that synthesized the outcome of their discussion. Each groups’ recommendations were captured, posted on the wall for all to see, and briefly discussed with the entire group to clarify intentions.

CCWESTT 2022 POLICY FORUM REPORT

A graphic facilitator created the chart below as a visual representation of the presentations and the discussions. (A larger version appears at Appendix B)

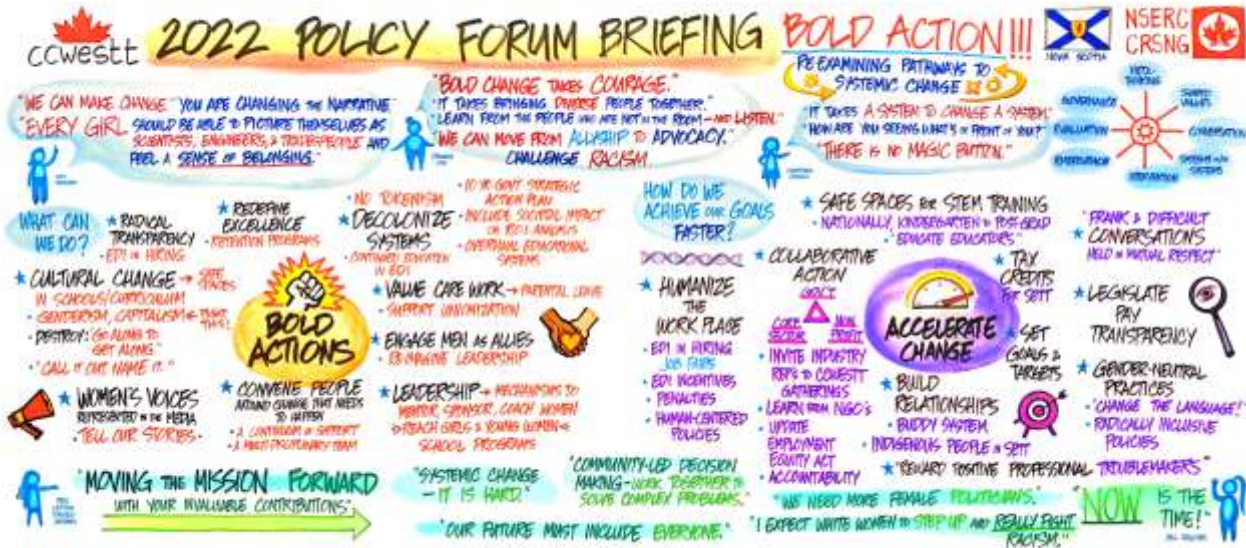


TABLE DISCUSSION – ROUND ONE

Focus Questions:

What are the Bold Actions needed to accelerate the pace of change? Why is it Bold?

Participants were encouraged to build on successes of the past but also to look beyond them and explore bold new pathways with the potential to catalyse the full range of changes needed for women to fulfil their role in moving society toward a better future. At the end of the Round One discussion, bold actions were written on large pages, posted on the conference room wall, and then reviewed in plenary with the entire group. The following is a summary of the table groups' suggestions, highlighting those that were later endorsed by the participants in a dotmocracy exercise.



CCWESTT 2022 POLICY FORUM REPORT

Bold Actions Identified in Round One

1. **Redefinition of excellence** in the context of these actions:
 - **Create a continuum of support to engage all women.** Include Indigenous, black, and other unrepresented groups - through High School Outreach, credits, readiness and retention, mentorship, career advancement support.
 - **Parental leave.** Normalize men and women to take it. Reduce motherhood penalty through Top-Up benefits, on board / off boarding, flex work. More women making policy decisions. Encourage more men to take parental leave through government incentives. *This bullet point was heavily endorsed by participants.*
 - **Engage men as allies.** Invite male allies to CCWESTT conferences and training. Target CEOs of top 10 companies, awareness leads to acknowledgement leads to commitment. Reimagine leadership.
2. **Demand inclusive excellence.** Demand inclusive excellence from all leaders through demonstration and measurable outcomes. Currently, leaders ignore the problems. Leaders need to show that they know how to support EDI through their organization to demand inclusiveness.
3. **Value care work.** Support unionization. Mandate and create mechanisms for mentorship and sponsorship. Men mentor where women are not. Women to be included in the boardroom.
4. **Overhaul the education system.**
 - Starting early with life skills training; leading into - ungender and uncapitalize society. To ungender, we need things like non-binary clothing, nongendered bathrooms. To uncapitalize, we need to get rid of need for money to not be gendered.
 - Examine the education system and focus on those times when female students drop out of SETT.
 - Make cultural change transformation part of the school curriculum.
5. **Exclude to include:** Create safe spaces as an equity tactic. Don't be afraid to introduce girls to non-traditional roles. It's all right to have a single gender program. Slow down and take extra time to bring the girls in. Call out "go along to get along" and destroy it.

CCWESTT 2022 POLICY FORUM REPORT

TABLE DISCUSSION – ROUND TWO

Focus Questions:

How can we accelerate bold action? Why will it work?

Participants were asked to consider the bold actions posted on the wall as a summary of the first round of discussions. This included:

- Education system
- Men as allies
- Colonization
- Leadership and culture
- Multidisciplinary conversations in more orchestrated ways
- Value of care work

In addition to the main focus questions, participants were encouraged to consider:

- How might specific bold actions be implemented?
- If you are unsure of the way forward, who else might know? How could they be engaged?
- If you have ideas on the way forward, what is needed to implement them?
- What has been tried, but is not working?



CCWESTT 2022 POLICY FORUM REPORT

This round of discussions was positioned as an opportunity to learn, improve, and act on what came up from the first task.

The following **key accelerators** emerged from the round two discussions. The list is prioritized based on a dotmocracy exercise completed by the participants and grouped by who the participants identified as potential leaders for each set of accelerators.

Key Change Accelerators

A. Government

Government to mandate implementing CSA standards. This will work because standards are now voluntary, need to be mandated for good mental health especially when people are facing harassment.

Government to mandate SETT training from K to grade 10. Canadian government to provide funding for curriculum development, facilities, and resources.

Tax credit for SETT program volunteers for unpaid labour. Extend this, e.g., as is done for volunteer firefighters, etc.

Federal government programs consequences for not reaching diversity, more funding to those who are reaching targets. Make the change - why will it work? Complex systems at play. Indicators in contract awards incentivize corporate responsibility. Legislate corporate responsibility through legislation with an oversight body, e.g., EDI sunshine list.

B. Employers

Valuing care work can happen by its inclusion on performance review as contributing to the organization. Employers evaluate employees based on their contribution to organizational culture as well as their technical expertise to government or industry standards, Bring their diverse experiences to culture change.

Rethink how organizations recreate their governance model. How to put people at the centre? Ensure leadership accountability to employees. Workplace should work for all. Who has a voice? Look at value systems – what gets rewarded, what is not valued? Centre people; value people. Create conversations on governance. Who knows how to do this?

Employers create benefits, and employee support for different stages in work life: wellness, illness, trauma, parenting, adoption, flexible hours, career goals. Many participants were in favour of making continuing education in EDI mandatory for promotions across the workplace.

CCWESTT 2022 POLICY FORUM REPORT

Make cohort hires from underrepresented groups with supports. E.g., McMaster. Involvement from top to bottom. Recruit a cohort of 20. Mentor/support/allies for retention potential not as tokens. Job fair–fund SETT advocacy with revenue from employers’ recruiting booths.

C. Safe STEM workplace

No tolerance for bullying, human rights laws. Need to have leadership training and enforce the laws. Responsibility lies with government and industry leaders. Require policy, penalty, and leadership buy in.

D. Leadership and Culture

Retention and advancement, stats on diversity, retention and transparency, EDI compliance, incentives VS penalties.

Implement childcare systems that work; consider the realities of time, money, availability, etc.

E. Community/CCWESTT

Work on SETT friendly candidates in vulnerable political ridings, need broader diverse conversations.

CCWESTT to review, assess and suggest updates to Employment Equity Act. Include specific, measurable responsibilities, and reporting requirements.

CCWESTT institutional funding for both men and women to conferences. Target numbers for involvement. Critical mass of enough people required to bring issues forward with male partnerships. Invite allies to conferences.

CCWESTT to ask the Canadian government to develop a 10-year action plan to increase the percentage of women in STEM–like the government of Australia.

F. Men as Allies.

Invite Executives to CCWESTT conferences. Hold them accountable with frank hard conversations. Who are the right people to bring? Who convenes these conversations?

G. Decolonize

Support Indigenous women and two-spirited people in SETT on their own terms by supporting land-back initiatives. Build relationships, stay committed, support policy change by Indigenous peoples. Educate settlers.

CCWESTT 2022 POLICY FORUM REPORT

Develop skill in how to have conversations about decolonization. Situate ourselves in the system and show up for multidisciplinary conversations. How do we participate, benefit from, or are held back by colonial systems?

H. Broad Change

Humanize, degender, transform education. Find STEM role models that offer current real-life examples. Educate the educators. Humanize STEM profession. Transform curriculum. Create curriculum training table. Conduct policy development and implementation for complex system change. Do this with the best information available.

Accountability through milestones and targets provides a goal to work for and the ability to adjust. Must build in accounting for emergence

Change the language from “underrepresented” to “equity deserving/traditionally excluded”. Use gender-neutral terms and pronouns. Because of negative word association, use artificial intelligence to make job descriptions more inclusive.

Creation of multidisciplinary teams made up of community, experts, service users, etc., to identify the *right* problems and brainstorm *creative* solutions. Include consideration of social impact in return-on-investment analysis e.g., care about things beyond the economic return. *Note:* Brainstorming is a place to start, but do not stop there.

CCWESTT 2022 POLICY FORUM REPORT

HIGH POINTS FROM THE PARTICIPANT'S EVALUATION OF THE POLICY FORUM

Four themes emerged from the participant evaluations submitted after the forum.

Including Men in the Forum. Often noted was the need to include **men**; to engage them in the discussion; to invite them in. This strategy was also mentioned in the forum discussions.

Need for More Background Information. There was feedback about the forum subject content. Respondents wanted to know what has been implemented as a follow-on from other CCWESTT policy fora. They also want to know what policies and strategies have and have not worked, to provide a baseline for future discussions.

More Time for Information Sharing and Discussion. Participants wanted more time for this discussion. Had a full day been available, additional information sessions and a third set of table discussions, would have helped move the ideas even further. One participant suggested one day for actions, one day for implementation, and one day for results. Another said she could hold a local forum and invite CCWESTT to participate. Another person noted the need for more regular fora, perhaps regionally.

Engaging Politicians. There was a desire to engage, lobby, and seek support from federal and provincial politicians. It was mentioned that the members, allies and supporters of CCWESTT should lobby the federal government to develop a strategic plan and an action plan to increase the number of women in SETT. Particularly given the need for more SETT workers in medicine, health research and climate studies.

ONE PARTICIPANT'S NOTEWORTHY CONTRIBUTION

One participant prepared and submitted a detailed set of recommendations that consolidate several of these themes developed over the course of the Policy Forum's formal and informal discussions.

- 1 - CCWESTT should compile a list of actions from previous policy forums and report on their status to members/policy forum attendees.*
- 2 - CCWESTT should then cross-reference this list against the actions that came out of the 2022 policy forum in order to eliminate and prioritize the new ideas.*
- 3 - CCWESTT should convene a session with representatives from the triple helix (academia, industry, non profit) to assign the appropriate owners for each action.*
- 4 - Action owners should develop a plan to test their idea, with the objective being learning (what works? What doesn't work? Why?). They should report on their progress*

CCWESTT 2022 POLICY FORUM REPORT

at a regular meeting cadence, that CCWESTT convenes (e.g., quarterly). This data should be publicly available (and accessible) on the CCWESTT website.

5 - Before the next policy forum, CCWESTT should distribute the progress and status of 2022 action items to attendees.

6 - Before the next policy forum, based on the tests performed, CCWESTT should identify which initiatives were successful and then curate the Policy Forum to focus on the question of how to mechanize, systemize, and standardize those initiatives. If we are to move at a rapid pace, organizations cannot be reinventing the wheel every time.

PARTICIPANT'S SURVEY HIGHLIGHTS

- The diversity of women from many backgrounds, organizations and places across the country. The policy forum and systems change focus was great and timely for us. I have to say, very impressed with the CCWESTT team and the amount of work they did to bring this together. The speakers were AWESOME, very happy that equity was a focus for all the keynote sessions, even if the content/topic wasn't about equity. Would be great to include targeted sessions for men and industry which in trades is male dominated. Good to host some dialogue circles, maybe fish bowl style to build a generative conversation between men and women. Big thanks to CCWESTT for maintaining an accessible membership fee and rates to participate in the conference, for your outstanding leadership and the care you took to hosting this. Very very impressed.
- More interactive components than most conferences, particularly the Policy Forum and WinSETT presentations. Lots of opportunities to network.
- Awesome energy, excellent women as keynotes on both mornings, policy forum was incredible, I appreciated CCWEST choosing to implement COVID protocols
- Highlights of the conference were the policy forum and the diverse sessions offered.
- Especially enjoyed the keynote speakers and the policy forum.
- Making a strong decision to have COVID precautions in place. Providing a medium to which people can network, harvest potential, meet likeminded individuals, the policy forum!
- The policy forum was the highlight. It spurred rich conversations that made it easy to internalize the information and figure out how to apply it to myself.

CCWESTT 2022 POLICY FORUM REPORT

MOVING FORWARD

CCWESTT is committed to building on the momentum of the 2022 and previous Policy Forums towards making real change for women in SETT across Canada.

In support of the CCWESTT Strategic Plan, a Policy Committee has been formed, which will work towards implementing an approach to both understanding and impacting systemic change through policy. Building on the information gathered from this Policy Forum along with contributions of CCWESTT's current Systemic Change Project, are the foundations of building a CCWESTT Theory of Change. The Board must strategize about where they want the delegates/their members to be and what is needed to get them there.

CCWESTT believes we have a bright collective future and looks forward to making a lasting change towards a gender equitable, diverse, and inclusive Canadian SETT sector.

CLOSING

The event was closed with remarks from the Honourable Jill Balsler, Nova Scotia's Minister of Labour, Skills and Immigration.



CCWESTT 2022 POLICY FORUM REPORT

APPENDIX A – POLICY FORUM AGENDA

Topic
Opening Remarks - Dr. Larissa Vingilis-Jaremko, President of CCWESTT
Welcome Remarks - Honorable Kim Masland, Minister of Public Works, Province of Nova Scotia
Welcome Remarks - Tamara Franz-Odendaal PhD., NSERC Chair, Women in Science and Engineering – Atlantic Region
Bold Action: Re-examining pathways to systemic change – Imogen Coe, PhD., Professor of Chemistry & Biology, Toronto Metropolitan University
Orientation to the Policy Forum format – Donna Clark, Courage Group
Accelerating the pace of systemic change during times of global shock - Christina Comeau <i>Has the compelling argument for change shifted?</i>
<u>What</u> are the bold actions needed? Why is it bold? <i>Instructions followed by Table Discussions</i> <i>Synthesis-Table group post their top 3 recommendations followed by plenary discussion</i>
<i>Break</i>
<u>How</u> can we accelerate bold action? Why will this work? <i>Discussions</i> <i>Synthesis-Table group post their top 3 recommendations followed by plenary discussion</i>
<i>Plenary Discussion and Synthesis:</i> What will have the greatest impact on intended change? Are there key enablers that need to be done first?
Following through on Policy Forum outcomes – Bonnie Douglas, Project Manager, CCWESTT Systemic Change Project
Closing Remarks - Honourable Jill Balsler, Minister of Labour, Skills and Immigration
Dot voting and Evaluation – END

APPENDIX B – GRAPHIC FACILITATION

2022 POLICY FORUM BRIEFING

NSERC CRSNG **UNIV. SKOTIA**

BOLD ACTION!!!

REEXAMINING PATHWAYS TO SYSTEMIC CHANGE

"WE CAN MAKE CHANGE... YOU ARE CHANGING THE NARRATIVE."

"EVERY GIRL SHOULD BE ABLE TO PICTURE THEMSELVES AS SCIENTISTS, ENGINEERS, & TECH-PROFESSIONALS AND FEEL A SENSE OF BELONGING."

"BOLD CHANGE TAKES COURAGE."

"WE CAN MOVE FROM ALLIANCE TO ADVOCACY."

"HOW DO WE ACHIEVE OUR GOALS FASTER?"

"HUMANIZE THE WORK PLACE"

"LEADERSHIP → MENTORSHIPS TO MENTOR CHANGE, COACH WOMEN"

"MOVING THE MISSION FORWARD WITH YOUR INVALUABLE CONTRIBUTIONS"

"NOW IS THE TIME!"

WHAT CAN WE DO?

- ★ **RADICAL TRANSPARENCY** - EPI IN HIRING
- ★ **CULTURAL CHANGE** - SITE VISITS - GENDERISM, CAPITALISM & THE "MATHS"
- ★ **WOMEN'S VOICES** - REPRESENTED IN THE MEDIA - **"TALK ONE STORY"**
- ★ **REDEFINE EXCELLENCE** - RETENTION PROGRAMS
- ★ **DECOLONIZE SYSTEMS** - CONTINUED EDUCATION SYSTEMS
- ★ **VALUE CARE WORK** - PARENTAL LEAVE
- ★ **ENGAGE MEN AS ALLIES** - BE IMAGINE LEADERSHIP
- ★ **CONVERSE PEOPLE** - AROUND CHANGE THAT NEEDS TO HAPPEN - **"A CONTINUUM OF SUPPORT - A MULTI-DISCIPLINARY TEAM"**
- ★ **NO TOXICISM** - ACTION PLAN
- ★ **SUPPORT UNINTEGRATION**
- ★ **LEADERSHIP** - MENTORSHIPS TO MENTOR CHANGE, COACH WOMEN
- ★ **ACCELERATE CHANGE** - SET GOALS & TARGETS
- ★ **COLLABORATIVE ACTION** - INVITE INDUSTRY PARTNERS TO COLLEGE GATHERINGS - LEARN FROM NGOs - UPDATE EMPLOYMENT EQUITY ACT - ACCOUNTABILITY
- ★ **SAFE SPACES FOR STEM TRAINING** - NATIONALLY INTERDISCIPLINARY + POST-GRAD EDUCATORS
- ★ **TEACH GIRLS & YOUNG WOMEN** - SCHOOL PROGRAMS
- ★ **COMMUNITY-LED DESIGN** - HIRING - WORK TOGETHER - SOLVE COMPANY PROBLEMS
- ★ **FRANK & DIFFICULT CONVERSATIONS** - HELD IN INITIAL RESPECT
- ★ **LEGISLATE PAY TRANSPARENCY** - GREATER NEUTRAL PRACTICES - **"CHANGE THE LANGUAGE!"** - PRACTICALLY INCLUSIVE POLICIES
- ★ **PROFESSIONAL TROUBLEMAKERS**

WE CAN MOVE FROM ALLIANCE TO ADVOCACY.

- TO IN GOVT STRUCTURE
- INCLUDE SOCIAL IMPACT IN EOL ANALYSIS
- ONE-WAY EDUCATIONAL SYSTEMS
- SUPPORT UNINTEGRATION
- MENTORSHIPS TO MENTOR CHANGE, COACH WOMEN
- REACH GIRLS & YOUNG WOMEN
- SCHOOL PROGRAMS
- COMMUNITY-LED DESIGN
- HIRING - WORK TOGETHER - SOLVE COMPANY PROBLEMS

HOW DO WE ACHIEVE OUR GOALS FASTER?

- HUMANIZE THE WORK PLACE
- EPI IN HIRING
- JOB FUNS
- EPI INCENTIVES
- HUMAN-CENTRED POLICIES

ACCELERATE CHANGE

- SET GOALS & TARGETS
- BUILD RELATIONSHIPS
- BUDDY SYSTEM
- INDIGENOUS PEOPLE IN SET
- REWARD POSITIVE PROFESSIONAL TROUBLEMAKERS

LEADERSHIP → MENTORSHIPS TO MENTOR CHANGE, COACH WOMEN

- REACH GIRLS & YOUNG WOMEN
- SCHOOL PROGRAMS
- COMMUNITY-LED DESIGN
- HIRING - WORK TOGETHER - SOLVE COMPANY PROBLEMS

WE CAN MOVE FROM ALLIANCE TO ADVOCACY.

- TO IN GOVT STRUCTURE
- INCLUDE SOCIAL IMPACT IN EOL ANALYSIS
- ONE-WAY EDUCATIONAL SYSTEMS
- SUPPORT UNINTEGRATION
- MENTORSHIPS TO MENTOR CHANGE, COACH WOMEN
- REACH GIRLS & YOUNG WOMEN
- SCHOOL PROGRAMS
- COMMUNITY-LED DESIGN
- HIRING - WORK TOGETHER - SOLVE COMPANY PROBLEMS

SAFE SPACES FOR STEM TRAINING

- NATIONALLY INTERDISCIPLINARY + POST-GRAD EDUCATORS

FRANK & DIFFICULT CONVERSATIONS HELD IN INITIAL RESPECT

- LEGISLATE PAY TRANSPARENCY
- GREATER NEUTRAL PRACTICES
- **"CHANGE THE LANGUAGE!"**
- PRACTICALLY INCLUSIVE POLICIES
- PROFESSIONAL TROUBLEMAKERS

PROFESSIONAL TROUBLEMAKERS

WE NEED MORE FEMALE PROFESSIONALS

- WE EXPECT WHITE WOMEN TO STEP UP AND BEALY PRIDE FACTISM.

NOW IS THE TIME!

APPENDIX C – PHOTO GALLERY











