

# MINUTES

ADM (MAT) L1 DIVERSITY AND INCLUSION WORKING GROUP		
Date	Meeting Time	Meeting Location
June 15, 2023	10:30 AM – 11:30 AM	MS Teams
<b>CHAIR</b>	Samantha Moonsammy	
<b>TECH FACILITATORS</b>	Lyrique Richards	
<b>NOTE TAKER</b>	Kate (Chichi) Ayalogu	
<b># OF ATTENDEES</b>	25	
<b>1. Opening Remarks:</b>		
<p>Samantha Moonsammy - Section Head ADM(Mat) L1 D&amp;I Advisor: Some commemorative days in June:</p> <ul style="list-style-type: none"><li>• <a href="#">National Indigenous History Month</a></li><li>• <a href="#">Italian Heritage Month</a></li><li>• <a href="#">Filipino Heritage Month</a></li><li>• <a href="#">Portuguese Heritage Month</a></li><li>• <a href="#">Launch of Pride Season</a></li><li>• June 21: <a href="#">National Indigenous Peoples Day</a></li><li>• June 23: <a href="#">National Day of Remembrance for Victims of Terrorism</a></li><li>• June 24: <a href="#">Saint-Jean-Baptiste Day</a></li><li>• June 27: <a href="#">Canadian Multiculturalism Day</a></li></ul> <p>If you'd like to learn more about the celebrations or about those coming up, please take a look at the <a href="#">2023 Canadian Public or Statutory Holidays</a> website.</p>		
<b>2. Land Acknowledgement:</b>		
<p>Lyrique Richards:</p> <ul style="list-style-type: none"><li>• The D&amp;I Working Group acknowledges that our offices, located in Ottawa, are on the unceded, unsundered Territory of the Anishinaabe Algonquin Nation, whose presence here reaches back to time immemorial. The Working Group also recognises the Algonquins as the customary keepers and defenders of the Ottawa River Watershed and its tributaries. We honour their long history of welcoming many Nations to this beautiful territory and uphold and uplift the voice and values of our Host Nation.</li></ul>		
<b>3. Updates</b>		

- We are receiving many requests for speaking engagements at your upcoming Town Hall events. Please send all requests to: [DiversityandInclusion-Diversiteetinclusion@forces.gc.ca](mailto:DiversityandInclusion-Diversiteetinclusion@forces.gc.ca), and we would be happy to speak at your event. Timing can range from 15-30 mins, depending on your needs. Our signature talk, The Power of Inclusive Leadership, is available.
- We have a new name for Micro-Missions; the initiative is now called Micro-Assignment: Diversity and Inclusion Learning Exchange Program. <https://wiki.gccollab.ca/Micro-Assignment: Diversity and Inclusion Learning Exchange Program>
- May 16/17 - Gérard Étienne's Sponsorship Program presentation
  - We have started our meeting with Global Affairs Canada since the meetings above and we are presently drafting a sponsorship program for Materiel Group (which is still undergoing approval).
- What we learned. The Indigenous Awareness Workshop featuring Austin Ward. [https://wiki.gccollab.ca/Indigenous\\_Awareness\\_Workshop\\_featuring\\_Austin\\_Ward](https://wiki.gccollab.ca/Indigenous_Awareness_Workshop_featuring_Austin_Ward)

#### 4. Guest Speakers

##### Dale Allen

##### Non-violent approach to diversity and inclusion in the workplace

Diversity and Inclusion Coach, Nonviolent Communication Practitioner and Co-founder of ConsciousLead

A supporter of our work, Dale will be one of our master class teachers for Lifting as you Lead and has an upcoming workshop which our team will attend

- **Dale** focuses on the mechanism of nonviolent communication, which she explains in the following way: **“the way we name the problem is the problem.”** In the context of institutional hierarchy, who should we strive to be on our journey in order to make a meaningful impact? In simpler terms, who should we be while carrying out our work? Without effective mechanisms to overcome obstacles, we will face significant challenges. Engaging in antiracist work will inevitably give rise to conflicts. Are we equipped with strategies to move forward when conflicts emerge? How will we navigate and resolve these conflicts? What kind of language do we possess to navigate challenging moments? Consequently, we are encouraged to embrace contemplative practices that encompass our internal processes (the requirements to access our own abilities), interpersonal relationships, and ultimately, the interconnectedness between the internal, interpersonal, and institutional transformation.
- **Sam:** Everything we do is within an intersectional lens

##### Hashem Mawlawi

##### Invisible Illness Advocate Committed to Inclusion by Making the workplace AccessABLE

Director, Departmental Litigation Oversight, Litigation Implementation Team (DLO-DLIT), EEDI Champion for DLO

- **Hashem:** I bring a diverse perspective as one who comes from the Middle East and has the privilege of a diverse awareness and observation. As a world, we have progressed in the field of Diversity, Inclusion, and Equity. Despite barriers that prevent us from doing the work we do, we try to get things done regardless. There are activists among us. Additionally, education is key to applying an intersectional lens; there are people who are not comfortable with asking questions, so as leaders, it is our work to create a safe space for courageous conversations. Furthermore, language is important to apply an inclusive lens. **Inclusion is an act of will:** how you include someone with a

disability and who is racialized is important. I want to be heard and be part of decision-making processes, and that happens by consciously including me. Being inclusive is a big job that we must continually attempt consciously.

- **Dale:** Naming biases is critical. When we are in a period of reflection, we are doing the work. We need to aspire to get into a space of discovery rather than getting angry at one another for missteps that are bound to happen. These conversations allow us to discover what we did not know.
- **Hashem:** It is okay to say sorry and “I made a mistake, help me understand;” Communication is important: in the process of communicating and forming healthy relationships, we will foster a healthier world and working environment. This is what will help us implement strong policies to help all of our needs.
- **Bernadeth:** “**Who would you be if uninterrupted?**” This is a question that I have been grappling with and circles nicely with Dale’s comments about going inward, as well as with Hashem’s comments on our positionality as both aggressors and victims.

## 5. Book Club - *Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge and the Teaching of Plants*

What did you enjoy about the book?

- **Chichi:** The focus on the interconnection between us and non-human species and animals. The book takes a radically humanist approach, which can be a model for collaborating within the workplace. Within our polarised world and increasingly technologized world, communication can prove challenging. But just as Kimmerer teaches us with examples of how to communicate with plants, we need only listen to each other to foster a deeply connected work environment with healthy relations between and among diverse groups
- **Lyrique:** Just like Kimmerer, I share an ongoing battle between the creative and scientific mind. We are multiple layers and it is ok to live within all layers.

How might we all be more mindful about our role on this earth for future generations?

- **Kahla:** The book puts into perspective the idea of connecting with the earth and the interconnectedness between non-human species/animals and human beings. This also sheds light on the notion of nonviolence
- **Dale:** I Share the dictum of nonviolence and contemplate on this practice in what I speak and do
- **Sam:** The book encouraged a reflection on mortality. This invites the following comments: can we live better by talking about dying? We are encouraged to reflect on the dash between the dates of our birth and death and how we live within that dash, to be leaders of change, to take responsibility for our actions and to be better humans every day. The book also teaches us about the law of reciprocity, the balance between giving and taking in all situations.
- **Bernadeth:** “**the only thing we know when we are born is that we are going to die.**” What are we doing during the period in between?

## 6. Reminders

- Monthly Multicultural Celebrations messages and calendar
- Take action now and schedule a meeting with our dynamic team. Together, we'll dive into strategies and game-changing ideas to revolutionise your teams and divisions, ensuring a future of diversity, inclusion, and transformative cultural leadership.

## 7. Ask Me Anything - Upcoming monthly learning events:

- June 28 at 1 pm EST: Celebrating Indigenous Voices in the Public Service
  - Watch the replay [here](#)!
  - Take the #AMACHallenge [here](#)

### **Call to Action for L1 Members**

We recommend:

1. Brief your senior management team on what is the monthly Ask Me Anything learning series and get their endorsement to promote events and give employees time to participate.
2. Promote the #AMACHallenge - organise watch parties with teams to view the event together live or the recording, then huddle back after the event for 30 mins to discuss in a circle format using the #AMACHallenge questions found in the invitation and on the wiki.

[AMA - wiki \(gccollab.ca\)](https://gccollab.ca/wiki/AMA)

**The next meeting is July 13, 2023, at 10:30 am EDT**

**Next Book Club discussion, August 3rd, 2023: Mel Robbins, *The High Five Habit***

**The meeting was adjourned at 11:30 am.**