﻿**Événement de bienvenue de l'été de l'OEÉSH /EOSD Summer Welcome Event: QDVZ-7215**

Welcome to our event.

For those of you just joining, we will start off with a reminder to just make sure you are on mute.

We also want to let you know that we have worldly Eye available for this event.

It's a software that will help you with translation and captions.

My colleague is going to post the link in the chat now.

If you would like to access this feature, please click on the link and follow the instructions.

Switching to French.

We're going to wait for other people, other people to join our meeting to.

For those who have just joined us, we ask you to be muted.

We also want to mention that we have Wordly and for this event, my colleague is going to post or has already published the link in the chat.

So, if you want to access Subtitles translation and simultaneous interpretation, please click on the link and follow the instructions.

So, now we're thinking about English.

Okay, So we are just going to

And make good use of our time.

So hello everyone.

Thank you so much for joining us for our welcoming event of the Summer 2025 season.

For the employment opportunity for student with disabilities program, which we also like to call EOSD.

So you'll be hearing it referred to as as EOSD for the rest of today.

My name is Camilla Dasgupta.

My pronouns pronouns are she and her and I work for the Public Service Commission in the Diversity and Inclusion Center of Expertise, and my main responsibility is overseeing program implementation for EOSD.

And I will be your co-host for today's session.

We are switching to French.

Hello.

Bonjour. Encore une fois

To us for our welcome event of the 2025 summer season, of the job rental program for students with disabilities.

It is also called the.

My name is Sylvie and I use the pronoun she.

I work at the Public Service Commission, in the Inclusive Recruitment and Operational Enablement Division.

What is my responsibility?

My main responsibility is to be a project officer and I support two teams.

The Indigenous Centre of Expertise team, but also the Centre of Expertise on Diversity and Inclusion.

And I'll be your French co-presenter for today's session.

So now we're switching to English.

Tao to open in a good way, I would like

Knowledge that I'm joining you today, from, Mike McGee, which is the ancestral and unceded territory of the Mi'kmaq people.

And in an era of reconciliation, land acknowledgments have been widely utilized to recognize First Nations, Inuit and Métis territories.

These acknowledgments, I think, must be done with a good heart and an authentic approach and style that is, you know, thoughtful and meaningful and can hopefully be received in the same manner.

So I believe it's important for each of us to develop our own personal understanding of of what these territorial acknowledgments mean to us.

So to do this today with all of you, I would like to take about 20s of silence.

And during this time I encourage you to do some personal reflection on your own relationship with the traditional indigenous territory where you get to work and live and play.

So we'll start our 20s now.

So thank you everyone for your your respect and your participation.

We will be switching to French.

Now.

Nous

Basic before we move on to the main part of our session today.

As I mentioned a little earlier, you are asked to be muted while the presenters are speaking.

Obviously, this is to limit distractions and background noise.

So, today's session is meant to be interactive and gives you an opportunity to ask questions or make comments.

Feel free to use the raise hand button to speak or write to us in the chat to tell us what you have to say or the questions you want to ask us.

Also, it is important to know that this event will be held in English and French.

For this event.

This event, we have wordlift and which allows us to have access to subtitles and simultaneous translation aloud.

If you want to use this service today, please click on the link that my colleague shared in the chat and simply follow the instructions and enable Enable settings that meet your needs.

So now we're switching to English.

Ok, So we have

Up of guest speakers for your first event of the summer, and I will be introducing them shortly.

But as we continue with this session, I do encourage all of you to post in the chat to introduce yourselves and tell us a little bit about where you're joining from and what department you're with.

We'd be happy to see some engagement in the chat and get to know you a little bit.

I'm going to talk very quickly about the three guest guest speakers that you can expect for today, and what topics we're going to cover with you.

And then I'm pleased to be able to introduce our first one.

So we are going to do a little bit of a proper introduction ahead of each speaker.

But for now I just want to give you a brief summary of what you can expect.

First, we're going to have the president of the PSC providing us with some welcoming remarks.

And then we are extremely fortunate to be hearing from Dr. Tina for our keynote speech.

And after that, we'll be hearing from myself and Sylvie, who will provide you with an overview of the ESD program and what you can expect for the summer.

And then lastly, we'll get to hear from one of our very own colleagues about the indigenous student employment opportunity.

So to get us started today, I would like to officially introduce the president of the Public Service Commission to provide us with our welcoming remarks.

Marie-Chantal Girard is a lifelong public servant with extensive experience serving Canadians over the years.

Early in her career, Miss Gillard worked to help elaborate income support and homelessness policies and programs.

She also served as Canada's representative to the organization for Economic Cooperation and Development, where she helped design and implement effective policies to improve living standards and well-being for people, businesses and communities.

Very admirable work.

Throughout her career, Miss Gerrard has acted within various communities and government organizations to defend and support improved labor market access for women and marginalized groups.

Miss Gerrard holds a doctorate in Sociology of Labor, as well as a masters of Arts in Sociology and a Bachelor of Arts in Political Science.

So we are very much looking forward to having her join us today.

We're so grateful for her time, and I would please to pass it over now.

Merci, merci, merci, Sylvie. Hello

My name is indeed Marie-Chantal Girard and I'm the president of the public

Moving to French on reconnaissance. Je vous parle aujourd'hui

From Montreal, which is the traditional unceded Kanien'kehaka territory and also called Mohawk or Georgia Gay, now known as Montreal, which has long been a place of gathering, exchange and diplomacy for many First Nations, including the Anishinaabe, Wendat and Abenaki.

Switching to English I'm Caucasian.

As you can hear with the thick accent Francophone of Mid-height mostly natural, brown and with brown eyes.

Natural brown hair.

So as we mark National Indigenous History Month, we honor the rich cultures, living traditions, and lasting contributions of the First Nations, Inuit and Métis across Canada.

And it is also a time in June to reflect on our shared responsibility in reconciliation and the importance of upholding the voices, the knowledge and the rights of indigenous people.

Aux Francais, alors je vous

Welcome to the Government of Canada.

Officially.

So, whether it's your first employment contract or you're back with us.

We are really very happy to welcome you.

Switching to English again, you already Tout

The employment opportunity for students with disabilities program, and that matters.

The Eosrd is about networking, learning and engaging in activities that will support your growth.

You're bringing valuable perspectives needed, perspectives, skills, and lived experiences to the public service, and we're excited to have you on board.

Je parle francais.

Only for you, but also for the teams that welcome you and that you will join.

Your contribution will help shape how we serve Canadians.

Now and for years to come, you're in the public service and what it means to be in the public service is to make an impact.

And you are now part of this team that will have an impact switching to english the government of

First meaningful work in every province and territory, as well as international opportunities.

As you could hear in the brio that Camilla gave of my experience.

And across a wide range of fields, from policy to science to finance to communications, whether you're working in an office, on a ship, in a lab, at a national park, or in an airport, on a farm within an institution.

The variety of work environments reflects the breadth of Canada's public service, with competitive salaries, with transparent pay scales, flexibility, and the ability to choose a path that aligns with your skills and interest.

Your career here can grow in the direction that inspires you the most.

Moving back to French now. I un

A work environment where everyone can thrive, regardless of their abilities, As a new employee, you join an organization that values accessibility, invests in adaptive technologies, and works to remove barriers so that persons with disabilities can fully participate and lead the Public Service of Canada.

Back to english.

To make the most of the experience

Commend that to be curious.

I always say set your parameters to our default parameters to.

Yes, ask questions.

Try something new.

This is your chance to explore how government works.

Discover what interests you and begin shaping your path in the public service.

You'll apply what you've learned in school to real world projects.

Every task is a chance to build skills, grow professionally, and refine your goals.

And I would add nurture your networks as well.

Thinking about the future of the public service.

Well, we need to start now by expanding this network and through your mentorship program, you will have the opportunity to connect with someone.

Someone that can guide you and inspire you.

En francais.

Maintenant,

Don't miss the networking activities.

Speed networking that will be offered to you throughout your program.

It is a great way to meet people from different backgrounds, from different departments, from central organizations or from departments that provide services directly to the public.

This will allow you to explore new possibilities.

In

Tunity to build your second official language.

If you're already bilingual, that's great.

If you're still learning, now is the perfect time to grow that skill.

Bilingualism is a real asset in the public service, and many departments offer support to help you improve on that path.

It is an investment that will create even more opportunities for you.

In French.

Ivan déterminer sur un

Fundamental.

Accessibility and inclusion.

We are committed to creating a workplace where everyone can thrive.

If you need accommodations, whether it's for your workspace, from a technological standpoint, related to your work schedule or something else, don't hesitate to say so.

And the sooner the better.

Your manager and team are there to support you.

In english if your facing

In or need accommodation.

Do not hesitate to speak up.

And the sooner the better.

You're not asking for a favor.

It's your right and it will make you productive in your mandate.

Inclusive teams are stronger, more innovative, and better equipped to serve Canadians in French.

Entendre votre voir et

You are not here just to observe.

You are here to contribute.

Take advantage of this opportunity to gain self-confidence.

Share your perspective and show what you can do.

In English finally, this is your journey by

Be open.

Make connections.

Advocate for yourself.

And most importantly, know that you belong here.

We're so glad that you've joined us, and we can't wait to see what you'll accomplish.

Finally, in French.

Merci.

Encore une fois dans l'équipe.

Thank you.

Miigwetch.

Merci beaucoup. Marie-Chantal Girard

Grateful that you are with us today.

I liked you to say that there are many opportunities in the public service, and that we are there to have an impact, and that we should not hesitate to ask for accommodations.

So thank you so much for being with us today.

We appreciate it enormously.

So thank you again.

Have a good session.

And I'm going to listen to my colleague Tina.

Perfect.

Yes, certainly.

So now it's time to officially introduce Tina Newhouse. Who?

Tina: I hope I pronounced it well.

Tina has served as Senior Associate Minister at Employment and Social Development Canada since March 3, 2021.

In addition, she is a clerk.

The Clerk appointed him as the Deputy Minister, Champion for Employees with Disabilities in the Federal Public Service.

As of November 29, 2022, Tina has spent more than 30 years with the federal government.

Throughout her career, she has.

She has extensive experience in the fields of policy, program, and operations.

With a passion for public service, Tina's career has allowed her to significantly deepen her understanding of Canada, the citizens we serve, and our contribution on a global scale.

She is very familiar with the pressures that organizations face in times of crisis.

She also knows what it takes to meet the challenges and importance of Innovation.

It values service excellence.

Policies, programs, but also continuous improvement.

She cares deeply about people, diversity and inclusion, mental health and wellness.

So we are very pleased to turn it over to the Deputy Minister.

Tina.

Thank you very much to Sylvie.

It's working!

You can hear me.

Yes, it's good.

Okay, fine.

Thank you. OK. Thank you

La la

A great pleasure To be here This after and I want.

I want to indicate that like Marie, I am English. I'm in another

I'm actually not in the National Capital Region where I typically would be, but I'm actually in Nova Scotia, in Halifax at the moment, which is May me, the traditional unceded territory of the Mi'kmaq Nation.

And it's which is also a sacred gathering place for many First Nations, Inuit and Métis people.

And I really wanted to be here this afternoon, even though I'm out doing some some travel in the in the moment.

But I, I thought it so important to engage with all of you because like Mary.

What you do and what you bring to the public service is significant and important.

And we all want you to have an amazing experience as a student this this summer.

So French.

I think.

Pour ceux qui

Who wants to have a little physical description of me.

So I am one.

I'm almost 30 years old, I've got over 35 years of service now, so I believe I.

I need to revise my bio a little bit.

So I'm a little bit older lady now.

And I have.

I have short hair.

I wore dark blue glasses and today I have a black shirt and I'm here

You hold the service. Canada.

I'm okay, so english I.

I'm really

Because I love the thought that as students, you've actually chosen to work for the federal government this summer.

But I'm also thrilled to be here because, as noted, I have the role of being the federal Champion for persons with disabilities within the public service.

English, a French.

Sorry.

A stay in role at Telma.

Important

The experiences of our employees with disabilities in the public service and not the best experiences.

And I want to emphasize the point that was already raised by Marie Chantal, which is that people who need the right to do so are not in a position to be able to do so.

We have an obligation to offer them to you.

English so please ask for them.

If you're not getting them.

Note to your manager that there's actually an obligation to provide them.

And if you're not getting the kind of satisfaction.

Don't hesitate to actually reach out to my office.

I don't encourage everybody to do that because I could spend a lot of my time responding to individuals.

But I know there's 23 people on the call, so I think I could probably manage 23 requests, but I'm certain many will not have a problem.

But for anybody that does, if you're not getting the kind of satisfaction that that you think you need, please don't hesitate to to reach out to me.

So I would offer that as just a point off the top French.

Come, come.

Champion General Qui

Sensitivities that are related to my role as a Champion.

So for me, one of my roles is to provide strategic direction to programs related to accessibility and disability inclusion, Advocate for yourself and all employees with disabilities in the public service.

Raise awareness about accessibility and inclusion of people in situations.

And this is my personal commitment.

It is to actively lead the initiatives, initiatives to support our public service accessibility strategy, which I will talk about in a moment.

And for me, it's a privilege to be in this position, because I always see the contributions, contributions, contributions of employees who, with disabilities, are contributions to the role of the people who are fundamentals for us as a company, because it's important for us to have to represent the people that we serve as Canadians.

But it's also because it offers you a diversity of points of view, experiences.

And for us, it's so important to listen to you.

English and what I was named Tout

I just thought, what an opportunity.

Because I know that there is a big vision that we have for Canada, which is to be the most accessible country in the world by 2040.

And that was something that the previous government laid out in the Accessible Canada Act.

French a Lenny Daniel, nous avons été le cinquieme anniversaire de

Accessible Canada Act, which serves as the legislative basis and has a vision, as I mentioned, of a barrier-free Canada.

By 20 40, to be achieved English in addition to the

Service also have a public service accessibility strategy, and as part of that strategy, just like we have ambition around Canada being the most inclusive country in the world, we have ambition for the public service to be the most accessible public service in the world.

And it was for that reason that we made a commitment a few years ago to actually hire a net new hiring target of 5000 employees with with disabilities over and above employees that we already had within the public service.

As part of our commitment to ensuring that we're representative of the of the community that we serve.

And I'm really happy to say we've actually surpassed that target, and we surpassed it early, and we've hired more than 7000 employees, new employees with disabilities, which I think, again, is a reflection of our commitment to really wanting to access that talent that exists in so many individuals across our country because we see it as a as a huge benefit and, and source of skills.

Obviously.

Okay.

So our strategy has seven pillars.

It focuses on employment, which is why we had the commitment around the net new hire.

It focuses on the built environment which is really you know, our buildings and everything that we have as our physical infrastructure that has an influence on how we work or where we work.

It has a focus on ensuring that our information and communication technologies are accessible.

It also focuses on communication other than systems.

So that is the way we communicate and making sure that we're communicating in an accessible way.

It has an influence on the design and delivery of programs and services, procurement of goods, services and facilities, and the last category is transportation.

And for us, we are very wedded to the concept and principle of nothing.

Without us.

That is a principle that is central to everything that we do.

And that means as we're developing policies and programs that have an impact on Canadians with disabilities or even our employees, we want to make sure that we're developing those initiatives in concert with and through engagement and and feedback from persons with disabilities, French aussi a de nouveau structure. Nous avons

The Accessibility Commissioner, who is responsible for leading the implementation of the Accessible Canada Act and its regulations.

We also have Canada's first Chief Accessibility Officer who oversees accessibility across the country, raises awareness and advises the new Minister of Employment and Families.

And we also have standards from Accessibility Canada, an organization that is responsible for developing standards that organizations must follow to remove barriers to accessibility. French and English.

We know that it's really important to continue to have a focus on the importance of accessibility and disability inclusion, which is why the law also sort of enshrined National Accessibility Week, which is legislated to take place every year starting on the last Sunday in May.

And we organize within the public service activities for our own employees, but obviously support organizations and civil society to promote and and undertake activities in support of National Accessibility Week.

We also have and support the International Day for persons with disabilities, which is December the 3rd and last year as a public service.

We also acknowledged Neurodivergent Week, which happened in October.

For those of you who are interested, we have several communities of practice and networks within the Government of Canada, and I would suggest that anybody that has an interest should or could potentially join your own departmental network of employees with disabilities.

Every single department generally has a network.

So if you're interested, I'm sure your manager could help you connect to your own departmental network.

We also have a inter-departmental accessibility community of practice, which may not be as relevant for for you in the for the time that you're here.

But for anybody that is an employee who identifies as somebody who would consider themselves as being neurodivergent, we also have a network for neurodivergent public servants.

In fact, it's the fastest growing network in the entire set of G7 nations focused on neurodivergent employees.

And it's it's led by some very impressive public servants.

And again, that would be something that you could potentially connect to.

I would think maybe one other point that I would raise with all of you, as we are striving to be a representative public service, one of the things that's important is for we're hoping that employees will also be prepared to self-identify.

Self-identification is is important because it gives us an ability to understand, you know, what do we look like as a as a public service?

Are we truly representative of the of the people, the Canadians, and that we serve?

And if we don't, if we don't understand who's in the public service, it's hard for us to answer that question.

The other thing I would say is that there are some job opportunities that are restricted to certain equity groups, and that would include persons with disabilities.

So some federal jobs are open only to people who self-declare either as a woman, indigenous person, member of a visible minority group, or a person with a disability.

So make sure to self-declare to access those job opportunities.

Maybe some of you want to continue to stay in the public service long term.

So there are potential opportunities to use those types of programs.

We're not hiring you because you're a person with a disability.

Only we're hiring you because of your abilities, your competencies, and the strengths that you bring, which is really what we're interested in.

And we know that being a person with a disability isn't just your only identification.

Right?

We're looking for your talent, and we want to make sure that we're able to get access to you.

So please, please self-identify.

It's it's important for us.

The other thing that I would say, and I know I, I probably could keep going on and on, but you've got an important some other important conversations to to have this afternoon.

I wanted to point out just a couple of things.

For those of you who may need access to technology as the as the kind of support that you may need from a, from an accommodation perspective, if you're not able to get that within your organization or if your organization is not sure about what you may need, there is an organization at Shared Services Canada that is called the accessibility, Accommodation and Adaptive Computer Technology or Lending Library.

So this is an organization at Shared Services Canada that has the ability to lend.

They have an inventory of hardware and software.

They can actually provide an expedited service model.

And they can provide individuals with access to different types of technologies hardware, software in an effort to try them out, see if they're the right thing for for the person in question before they're ever potentially acquired on the part of the department in which an employee sits.

So there is also that potential opportunity for students to use the lending library.

So I wanted to put that on your agenda.

So I want to say a couple of other things before I close off.

Ilya French.

Come in in

Ah, but for me it's clear that you have an opportunity to influence us as a company.

This is important to you.

I want to highlight things that Marie-Chantal discussed.

You have the opportunities to influence our policies, our practices, but it's up to you to really come with your eyes

Come with your passion.

Don't be afraid to speak up.

Maybe sometimes your ideas won't be listened to.

But frankly, it's always great to get students because they come with, you know, experience.

Having been not in the public service, not having been formed by the public service.

So they often have very interesting things to contribute that we haven't necessarily been thought of as public servants.

So don't be shy.

Like really take as much out of this opportunity as you possibly can.

And part of that is being, you know, active in your contribution and willingness to, you know, put your hand up and ask questions or potentially offer ideas.

The other thing I would say is we have huge opportunity.

There's such diversity of opportunity in the in the public service, in terms of the nature of the jobs that we do.

You know, we have everything from park wardens to folks who are border services officers on the front line as as goods and people are coming into Canada to public health and health professionals, to, you know, environmentalists, to scientists, to researchers, to you name it, we have it right, like we are a huge, huge employer.

We're the biggest employer in the country.

So the job that you're in this summer don't see that as the only type of job that potentially exists in our in our enterprise.

It's a it's an opportunity and an experience, but it's not the only one you can get in the in the public service.

So if you're experience this summer isn't the best, you would have wanted it to be.

Don't sort of turn off the public service as a as a potential opportunity for you in the future, because sometimes people do have not great experiences.

I hope that's not going to be for any of you.

But don't don't let that influence your decision to potentially never come back or potentially not want to pursue, you know, longer term employment in in this enterprise.

I think the other thing is take the opportunity to get to learn and know each other.

There's nothing like building a network of colleagues where you can share experiences, ask each other questions, ask for help, ask for suggestions, or just find a way to, you know, start to build.

What I always like to call as a professional network through the course of your career, which I hope will be long and rewarding, whether it's here with the public service or not, I think you will discover over time that having a collection of colleagues that you can rely on is a good thing.

So I would encourage you to think about that.

Like, don't work in isolation in, in the job that, that you're doing this summer.

Think about how you can actually connect to other people and whether that's other students or whether that's long term employees.

It's it's really up to you.

But but think about that.

I think the only other thing I would say is just kind of reiterate, you'll get out, you'll get out of this job as much as you put into it.

So think about it as an opportunity to learn and grow.

As I said, you know, we're a big, big, big organization.

We do a lot of things for Canadians.

Our ultimate objective is to make Canada the best country possible.

And it's really a privilege to be a public service and have the ability to influence the country in which we live and what we want to be and how we want to actually support citizens who live in this great nation that we call home.

That may sound a little sappy, but.

Actually, having had a chance to visit a many other countries in the course of my career, like we're very privileged.

We're very lucky to live where we live.

But we want to not rest on our laurels.

I think we always want to make Canada the best place possible, and the public service plays a huge role in that respect.

So Sylvie, Camilla, tous les participants. Je

Few French.

Even now, I want to thank you for the opportunity to meet with you this afternoon.

Thank you very much for your work.

And for this event.

This afternoon And thank you to all the students for all the

You're going to do.

Be really great at the end to hear about the wonderful experiences that you have, and I'm wishing you a fabulous summer and a fabulous set of experiences.

So thank you very much.

So.

Thank you so much, Tina, for your time today for joining us.

We are so lucky to be able to hear from the Champion for federal Employees with disabilities to open up our summer programing.

It was a really special way for us to start this season.

I know that I particularly enjoyed the theme between both Maddy, Chantelle and Tina about, you know, accommodations being an obligation.

It's your right, you know, it's not a favor.

And the encouragement we get from you to to kind of reach out if we need accommodations is is really important.

So thank you for for highlighting that today, both of you also personal support.

We appreciate as well as well.

That was great.

We really appreciated hearing that.

Also really nice for you to celebrate our hiring accomplishments of persons with disabilities that we have surpassed.

It's a huge accomplishment in the Government of Canada and something that's really important to draw attention to.

And I am also really appreciated you encouraging our students to join departmental networks.

It's a really, really good way for students to get involved, to learn to network.

So it's speaking for myself as well.

I encourage students to do that.

So thank you again to both of you for joining us today.

We really appreciate it.

We're going to move on to our next section of the agenda.

So I'll wish you both a farewell and thank you for joining us.

So next up today we are going to cover the USD program in full.

Sylvia and myself are going to take us through this part of the session.

So I'll pass it over to Sylvia and switch to French.

Camilla, nous voulons vous

At the events that we will have several events this summer that will be bilingual.

It's going to be a bit like it is now.

So, we're going to switch from English and French.

We alternate once again, as we have mentioned several times.

If you require accommodations in, in general, it's important to apply, but also we offer the opportunity for you to provide special accommodations for our events.

So, if you require accommodations, please let us know as soon as possible.

So we, on our side, will make the necessary arrangements.

So now, what to expect this summer?

Our next event will take place on June 19th.

We will introduce the lending library which is a program, a program that helps students obtain accommodations during their practicum and the contract, their employment contract.

We will also have the Infini-t network who will be speaking about the supports available to Neurodivergent public servants on June 26.

What is going on?

We will have a session.

How do I apply for Government of Canada jobs?

You will have the chance to discover the job opportunities of the federal student work experience program.

You.

You will also have the chance to understand how applications with employment work.

Take action and you will also get practical advice to help you during the hiring process.

So it could be very interesting.

On July 20th, July 21st and August 14th, this is where we will have our two accelerated mentoring sessions.

You are of course welcome to participate in the same or two sessions.

These are two small group sessions with mentors where you have the chance to ask questions and make more intimate and personalized connections in a more intimate environment.

So a way to network too.

However, be careful, it is important to register in advance since places are limited.

Also, we talk about.

It is important to prepare 1 to 2 questions, so to come prepared for these sessions.

A little prepared with one or two questions, We will send registration details soon soon.

So watch your emails.

Right now.

On August 20th, this will be our closing event.

We'll walk you through how to sign up for our inventory to access job postings, and then we'll tell you how you can stay in touch with your mentors at the end of the summer, you'll once again receive an Outlook invitation with Outlook with the sign-up links.

So, keep an eye on your inbox so you don't miss anything.

And that's it.

So I'm now switching to English with Camilla.

Okay, So Another who by

The program is the mentoring program.

Mentorship helps with career growth, skill building, and gaining insights from more experienced colleagues.

We are super proud to have over 50 mentors this year who self-identify themselves as persons with disabilities.

They are extremely experienced.

Government of Canada employees who are excited and ready to guide and guide you and provide advice during your work term to find a mentor.

This summer, you have two options.

You can look at the mentor mentor biographies online.

And if someone stands out to you, you can reach out to them directly by email.

Or alternatively, you can fill out the matching form.

And my colleague is going to post the links to these things in the chat soon.

So overall, when it comes to our mentorship program, like DMT said, you'll get out of it what you put into it.

So if you're interested in having a mentor, it's really important to put some thought into what you would like to get out of this experience and the type of guidance you're looking for.

It will make that experience with the mentor and your own growth and development that much richer.

So once you've found a mentor, we just ask that you email us to confirm that you've been matched with someone.

And then we can update our records on our end.

We do encourage having more than one mentor to broaden your network and explore different career paths within the Government of Canada, so don't hesitate to reach out to a few mentors and even apply to be matched as well.

Passing it to Sylvie and switching to French.

ET la

After graduation, even if graduation still seems a long way off, it's important to start thinking about it now and then prepare for your long-term job with the Government of Canada, especially if that's your goal as a Loesch program participant.

You will also have the opportunity to be registered in a directory of graduates and this directory is called the Virtual Door for Talent with Disabilities.

How does it work?

It's not complicated: managers who are looking for certain skills, consult a list of graduates and can offer jobs to these graduates.

If you're interested in learning a little more about the Virtual Door and want advice on how to apply for a job with the Government of Canada?

Join our event on June 26 to get all the details.

So, in summary, we have three main components to the program of the OF, so our events, mentorship opportunities and employment assistance.

After graduation.

Then.

So, we'll see, maybe we'll have a few minutes for questions, but if you have questions, you can start putting them in the chat space.

And my colleague will try to answer, to answer your questions.

So we're going straight into English.

Okay. The last honour.

My colleague Veronique Picard will be presenting.

Veronique is a human resources advisor with the PSC.

She works with the Indigenous Center of Expertise, which is the sister team to our team.

And Beto is the program lead for the indigenous students employment opportunity.

And she has agreed to introduce us to the program today as well.

So we are so grateful to have her here.

I will pass it over over to Veronique.

Thank you. Camila.

So bonjour.

Good afternoon. So my name is

Happy to be here with you.

Today, I'm a proud.

Quebec, and I'm also the senior air advisor for the Indigenous Center of Expertise at the PSC.

I'm here to share some information about the indigenous student employment opportunity.

The ICO program and in French, the.

I'm joining you from Mont Saint-Hilaire, Quebec, near the McGill University Gault Nature Reserve, a protected area of more than 1000 hectares of natural forest.

This land is part of the the ancestral territory of the Wabanaki Nation.

It's a place of deep cultural significance that has long served as a site for gathering, meeting and exchange.

So what exactly is the ICO program?

So the ICO program is a national program for student hire, hired to work with the Government of Canada.

The goal is to offer meaningful opportunity where students can gain valuable work experience, connect with other indigenous, First Nations, Inuit and Metis student, mentor and network and bring their own unique perspective into federal organization.

ICO is built to be supportive and culturally safe.

It's about helping students to feel seen, respected, and empowered in their work environment so that they can really thrive during their internship.

Donc en francais?

La

This is her deep commitment to Indigenous inclusion and professional development.

It was designed to provide an enriching, supportive, and culturally safe experience for Indigenous students who come from different urban backgrounds or communities.

First, there is a personalized mentorship program that pairs students with federal public servants based on their interests and areas of specialization.

Then there are networking opportunities that are designed specifically to reflect and celebrate Indigenous identities and experiences.

The program also offers practical tools and support for both students and managers, to supervise them, including managers who are going to hire an Indigenous student for the first time.

And then, a bit like the program, Camilla's program, we organize a series of events and workshops during the summer and it's a portion that students, normally, appreciate a lot.

Year after year, this year, for example, we will discuss topics such as mental health, setting professional goals, career paths, job opportunities after school.

And then, as the Deputy Minister mentioned earlier, students are always invited to submit their ideas to enrich the programs.

Year after year.

Switching to english so why does

As you know, the government of Canada has been working hard to advance reconciliation.

And one of the key pieces that is making sure one one of the key pieces piece is making sure that indigenous voices are meaningfully included in our public institution.

Indigenous youth brings a lot to the table.

Their lived experience, cultural knowledge and connection to the community and lands offer perspective that we may not hear when government.

When our day to day job.

And so we make room for those voices, and those voices will help us shape the policies and programs in program in a more and more fair and effective.

way.

The the program is about empowerment, representation and creating a change in the system.

We support indigenous students through program like ICO or the Eosrd, where it's not just about helping students to thrive in their intention in internship, but it's also building a public service that better reflects the diversity, the strength, and the reality of the community that it serves.

The LA

We ask you to give us the contact information of your manager, so that we will be able to give him important information on the best way to support students throughout their internship.

Students are also encouraged to preserve and celebrate their cultural identity with accesses such as wellness spiritual supports like the Kumyk Elders'Pavilion and the Hope for Wellness Helpline.

There are career development tools

The Monterrey Éditions de Formacion

There are mental health resources such as the Employee Assistance Program.

The EAP so in English how to join echo yourself and the

The ICAO register form provided by our team, and I'll share the link in the chat.

Don't.

La la la la

Add the link in the chat box.

So final thought I seo is more than the

Way to building careers, gaining confidence and creating impact.

I.

Climbing, it's a path to a career.

Self-confidence is one and have a real impact.

So there is in the inner.

Congratulations, congratulations on your intention, Internship t'ien-wang

Camilla, back to you.

Amazing.

Thank you so much for joining us.

We're so pleased to be able to work with Isao and and make sure that our students get to hear about both programs.

We've made it really easy for students as well to participate in both programs this summer, because our events take place on different days.

So all the students are very much encouraged to register for USD.

And Isao, if you find yourself belonging to both communities.

Thank you again for joining us today.

I'm really grateful for your time.

We do have a couple minutes left today in our session.

We have about two minutes.

I'm just going to keep an eye on the chat in case anyone has any questions.

We were hoping to have a few more minutes for discussion today, but we had some great guest speakers who had a lot to share with us, so we'll just be wrapping up in a minute now.

But if anyone does have a question, they're welcome to post in the chat or raise their hand and we can try to answer with the time we have.

Left.

Okay.

Oh, a question from Malcolm.

If I work in an environment with limited privacy, how can I participate in the mentorship?

That is a great question.

Very, very important because we want to make sure students feel comfortable engaging with their mentors and not feeling, you know, like they're on display in their department or anything.

The best thing to do would be to tell the mentor.

So when you either apply to be matched or you reach out to a mentor, you let them know that you are concerned about, you know, being able to access a space where you'll feel like it's private enough to engage in conversation, and the mentor should be able to work with your schedule.

So assuming that you might have some work from home days and some work from the office days, if you're able to sort of schedule your mentorship sessions on the days you work from home, that might provide you with a bit more privacy as well, you might be able to talk to your manager about finding quiet rooms when you're in the office, and scheduling your quiet room at the same time as meeting with your mentor.

Mentors also know to be discreet as well.

So as a last resort, they are also prepared to engage just in chat.

So it's not the same as jumping on a call or having a video face to face with the mentor, but a lot of mentors are are able to just sort of message on Ms. teams back and forth to answer some questions or to provide you with some guidance just by chatting through the Ms. teams feature.

So again, not the same as, you know, a video.

But if you're working in an environment where there's not a lot of privacy and you'd rather be discreet with your interactions with the mentors, it's definitely an option to sort of schedule some one on one chat time on Ms. teams as.

Well.

So hopefully that answers some of your questions.

Yeah, you can find a way to make it work.

Amazing.

Yeah I think the best bet is just chatting with your manager, letting them know you'd like, you know, a quiet room or some private time or checking in on when you might have those work from home days to make sure that you can have your meeting with your mentor in a way that works for you.

Any other questions?

Okay.

I'm going to move on to finish up our session today.

I will pass it over to Sylvie, switching to.

French.

We?

Merci. Camila. La

Here are our contact details.

I believe that we.

I don't know if it has been shared again by.

By my colleague Daegan, but feel free to join us.

We are always here to support participants and please add your email to your contacts.

Then check your email regularly to see what messages have been sent to you.

So now I'll turn it over to Camila in English.

Ok, so that's everything

Today.

A massive thank you again to our guest speakers.

I know Dr. Tina and Chantal are not with us anymore, but I'm so grateful to Veronique for being here as well.

Thank you to Dag and Sylvie.

And of course, thank you to all our students on the call today for joining us for our welcome event for the 2,025 USD season.

Hoping we'll see all of you on June 19th.

That's going to be our information session for Infinity Network, which DM Tina mentioned, as well as the Triple Act program, the Lending Library, which he also mentioned.

So we're going to take you through all the details about those two support systems on the 19th.

So we wish you the best for your summer work terms and hope to see you next week.

Have a great day everyone!

I'll see.