EOSD Welcome Event 2023-06-14 Transcript

\*Please note that the introductions to the welcome event and of guest speaker Kristina Namiesniowski, given by Camila Das Gupta and Sylvie Laliberté, were not transcribed by Microsoft Teams.

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**Kristina Namiesniowski**
If employees with disabilities are part of the process at every stage. Hearing from employees would lift experiences. It’s such an important part of my role and that's why I'm excited to be here today, because I have a message for you, you know, to say it's really important for you to share your experiences so that we can actually learn from them as an employer.

[Inaudible]

Nous, et on cherche toujours la façon d'améliorer la situation pour les employés en situation de handicap dans la fonction publique.
No, but I can still remember my first days working for the public service. It's more than 33 years ago now, and I remember feeling really excited about the opportunity to contribute and serve my country. And I remember feeling overwhelmed by how big the public service is. And actually, it's bigger today than it was when I joined. I've had the opportunity to work in nine different organizations during my career, from public safety to public health and more recently at Employment and Social Development Canada. I can say there are so many opportunities to grow in the public service, both in deepening your knowledge in a particular area, but also in developing a horizontal skill set that's explicable to many areas, many areas. While this has supported me to feel included and to have continued success throughout my career, really, it's the people I was surrounded by, and I had a chance to work with. That's made such a fundamental difference in my own, you know, professional career and development. So, it's really important to build your network of peers and to get connected to mentors that can help support and challenge you to grow and events like today, the employment opportunities for students with disabilities network. It’s such a fantastic way to find people and your people. You know your people being, you know, your friends and colleagues that are really gonna help you as you advance as a public servant.

Mais je me souviens encore de mes premiers jours au sein de la fonction publique, je me souviens d'avoir été enthousiasmée par l'occasion d'apporter ma contribution à mon pays et de le servir, et je me souviens aussi mettre senti, dépassé par la taille de la fonction publique et aujourd'hui, la fonction publique est plus grand que ailleurs. Quand j'ai commencé, alors j'ai eu l'occasion de travailler comme mentionner, dans 9 organisations différentes au cours de ma carrière de la sécurité publique à la santé publique. Et maintenant, je suis à emploi et développement social Canada. Je peux dire vous dire qu'il existe de nombreuses occasions de développer au sein de la fonction publique, à la fois en apprend approfondissant vos connaissances dans un domaine particulière, mais également en développant un ensemble de compétences horizontales applicables à de nombreux domaines.

Ce qui m'aide à me sentir incluse et de prospérer tout au long de ma carrière étaient les gens avec qui j'ai travaillé, mes collègues, mes amis, mes homologues et c'est très important pour vous de développer un réseau, un network, parce que c'est ça, ça nous donne une opportunité de d'apprentissage aussi et parce que les liens avec les autres sont tellement importants. Quand vous êtes fonctionnaire, les événements comme le réseau occasion d'emplois pour les étudiants en situation de handicap sont un moyen fantastique de trouver votre Communauté, votre communauté, vos collègues, vos homologues peut être vos amis après une certaine période de temps, alors profitez vous bien de cette opportunité?

And you know, the public service. We've made a bold commitment to hire 5000 new employees with disabilities by 2025. It's an ambitious goal rooted in the facts that people with disabilities are a key source of talent that can support the public service to think differently and to take action to solve the most difficult public policy problems facing this country. We're in competition with the private sector, right, so we need to do this well and to achieve this goal, it's more than just about hiring people. We need to have a holistic approach that considers the entire life cycle of our employees from recruitment to onboarding to engagement, retention and advancement. And for employees with disabilities, we need to lay an accessibility lens over all stages of the process to make sure we get the best outcomes for employees and the public services and employer. And while it might not be perfect, I can tell you we're working hard to make the public service a great place to work for all employees with disabilities.

La fonction publique a pris l'engagement audacieuse d'embaucher 5000 nouveaux employés en situation de handicap d'ici 20 25. Cet objectif ambitieux est ancré dans les faits, les personnes en situation de handicap sont une source essentielle de talent qui peuvent aider la fonction publique à penser différemment et à agir pour résoudre les problèmes les plus difficiles auxquels ce pays fait face. Et c'est clair que nous en nous sommes en compétition pour ce le talent avec le secteur privé et d'autres niveaux de gouvernement. Et pour atteindre cet objectif, nous avons qu'il ne suffit pas d'embaucher plus de personnes en tant qu’institution, nous avons besoin d'une approche holistique qui prend en compte l'ensemble de ce cycle de vie, de notre de nos employés de recrutement et de l'intégration à la mobilisation, la rétention et la promotion pour les employés en situation de handicap est encore employeur. Nous devons jeter un regard sourd. L'accessibilité à toutes les étapes du processus afin d'obtenir les meilleurs résultats pour les employés et pour la fonction publique. Même si ce n'est pas parfait, je peux vous dire que nous travaillons fort pour. [Mauvaise qualité de son]

Disability plans, these plans, are underway with a process to monitor progress and results. We're leading innovative initiatives to improve accessibility and inclusion. We have a lending library which alleviates delays in federal procurement of adaptive workplace solutions. The library has an inventory of hardware and software. If you need to use it, there is an opportunity and it's my sincere hope that you all have a positive experience in your various roles in the public service this summer and potentially beyond.

And I'm going to have to take some questions if there is time for that, but it will be up to our moderators, may I have the time?

Afin de respecter nos obligations en vertu de la loi canadienne sur l'accessibilité, les ministères et organismes fédéraux ont publié des plans d'accessibilité et ces plans sont désormais en cours, ainsi qu'un processus de suivi des progrès et des résultats, et nous menons également des initiatives novatrices pour améliorer l'accessibilité et l'inclusion. Par exemple, nous avons la bibliothèque de prêtre qui a tenu les retards dans l'approvisionnement fédéral en solution de travail adapté pour les employés en situation de handicap. Alors si vous avez besoin des outils qui se y a dans le bibliothèque, [mauvaise qualité de son], alors j'espère sincèrement, sincèrement, que vous vivrez tous les expériences positives dans vos diverses rôles au sein de la fonction publique cet été, et peut-être au-delà. Alors je suis heureuse de répondre à toutes les questions, d’essayer de répondre à toutes les questions. Ah si, il y a du temps qui qui nous restent, mais je vais tourner la, la parole à nous modératrices.

**Camila Das Gupta**

Now see some very, very insightful and inspirational words from our Deputy Minister. I cannot thank you enough for taking the time to be with us here today, offering some words of wisdom, and welcoming our students. We're really grateful to have started our summer 2023 EOSD programming in such a meaningful and exceptional way. We do have some time for Tina now to answer some questions.

We had a bit of technical difficulties, but we've made-up a bit of time, so if anyone on the call here today would like to speak to Tina, ask a question, you're welcome to raise your hand now and unmute or post the chat. And we've got about 5 minutes in the schedule if you'd like to ask a question to Tina. I'll open up the floor now.

**Kristina Namiesniowski**

You can ask me anything.

**Camila Das Gupta**
She's an open book. Anybody have a question? They can also be difficult sometimes on this spot, so I will say we're welcome to take questions later as well if the once we're done the essence and you've had some time to reflect on the words that were shared. And we can we can always take questions after, I know Paul was asking, Tina's team was asking, if any questions were submitted in advance and we did not have any. But I see it. Someone's raised their hand. Yes, go ahead. You can unmute and ask, you know, your question.

**Dawwd Soukary (DFO/MPO)**
Hey, sorry. Just a quick question so.
We're like disability, you know, students. I know that when you're a student, you don't qualify for benefits in the government. Stuff like that. Is there any sort of help with like? Any sort of medication that some of us might take, like while you're student while you work for the government.

**Kristina Namiesniowski**
So Camilla or Sylvia, do you have an answer to that question?

**Camila Das Gupta**At the moment my understanding is that students aren't covered by the collective agreement, so there's no health benefits covered under that. And for EOSD students, I don't know if they'll be a different answer, but that's my understanding, but I think that's really important. Deggen may have something to share. [Inaudible]

**Deggen God**Yes. So students are eligible after six months of continuous employment. So if you do get renewed for a part time FSWEP contract or something like that into the fall and you reach that six month point, then you would be eligible for benefits under the public health agreement. I think both dental and healthcare benefits if that helps, and we can certainly share a link afterwards if you want some more information on that.

 **Dawwd Soukary (DFO/MPO)**
Thank you so much. I appreciate that.

**Deggen God**
You're welcome.

**Camila Das Gupta**
Thanks again.

**Kristina Namiesniowski**
So you have raised a very interesting question? So I myself am curious and I'd like to - actually, I will follow up internally cause I'm curious as to the interplay between benefits that students may actually get through university and/or province and the federal government. So thank you for that question. Actually it's it's a really important one.

 **Camila Das Gupta**
Absolutely.

**Kristina Namiesniowski**
Not that I had the answer to it, but it is one that I'm gonna follow up on.

**Camila Das Gupta**
Sometimes not having the answer is what helps get the answer so.

**Kristina Namiesniowski**
Right.

**Camila Das Gupta**
We do have a question in the chat. Tina, someone named Amanda is asking if we would like to give feedback about the hiring process and barriers. How would we do that?

**Kristina Namiesniowski**
So do you have any feedback at the Public Service Commission? Because if you don't like, I'm very happy to put my e-mail out in the chat cause I would actually like to get feedback directly, but I think typically you also have a way to get feedback through the Public Service Commission, but I'm wondering if I can. So maybe I will regret this, but I'm going to put my actual e-mail in the chat too, because as the champion I am super interested in getting, um, direct input. Sorry, I'm just gonna have to not speak.

 **Camila Das Gupta**
No, that's great. And Tina, you can add your, your, your e-mail there. I think you'll gain 55 new friends today from that. And I'll just echo what Tina said; the Public Service Commission does have avenues to collect this sort of feedback. Our team member is gonna post our generic e-mail address in the chat as well, probably a bit later in the event, but you can always reach out to the EOSD team. Amanda, if you would like to provide this sort of feedback and then we'll have the correct avenues internally.

To make sure that the information you'd like to share with our team with the PSC on this forum feedback, we'll get shared with the right team members.

**Kristina Namiesniowski**
Actually, and sorry as I can't type and speak at the same time, but I realize I'd made a mistake. So I think that is my correct address.

**Camila Das Gupta**
Amazing. Thank you so much, Tina. Yeah, it's just gained 55 new friends today.

**Kristina Namiesniowski**That's OK.

**Camila Das Gupta**
I love that.

**Kristina Namiesniowski**
I tell anybody in the public service that wants to email me to go ahead. So 55 students is OK.

**Camila Das Gupta**
Does we have a couple more minutes? Does anybody else have any questions for Tina? OK, with Tina, we've got a question in the chat, so I'll read it for you: are students eligible to apply for internal job postings? And then Jessica says, and you know, what is your best advice for coming close to graduation and looking to join the public service?

 **Kristina Namiesniowski**
So I think maybe the PSC is the best place to answer the first question and then I'll give some of my own advice on the 2nd. So I don't know. Camilla, you wanted to jump in.

**Camila Das Gupta**
That's perfect. I'll get my colleague Deggen to answer the first part of the question in the chat and then Tina, if you wanna go ahead and answer the second part, that would be great.

**Kristina Namiesniowski**
Deggen, do you want to start?

**Deggen God**
Yes, yes. So students are eligible to apply for certain internal job postings. It does have to say in the job posting that it is open to students and it'll often include a graduation date. Something to keep in mind is our final event of the summer will be going through how to apply for jobs and the different, like, how to even navigate the platform that is GC jobs. So you really want don't wanna miss that event and I’ll include a link in the chat. So that'll have all the details that you need on how to apply. So more to come on there and then I'll turn it over to Tina to answer the second part of the question.

**Kristina Namiesniowski**
Yeah. So one of the best ways to get hired into the public service is if you can be bridged in as a student. And I think it's really important as you're having opportunities like, maybe this is the first first time for some of you, maybe others have had a chance to have a few, you know, say to summer employments with the public service. I think it's really important to let your employer like who it is you're working with, know of your interest in being bridged in because sometimes there's opportunity. You know in that, like, in the organization that you happen to be in or within the broader department that you happen to be in, where because of your experience and the fact that you've been a student, departments have the ability to actually bridge you in directly, which I think is clean and it's easy and it's a great way to enter the public service. And then there are other, there are other vehicles that can be used too. But I would say that that is probably the quickest and the easiest. If you want my honest opinion, yeah.

**Camila Das Gupta**
Yeah, I would agree with Tina and I do know that Megan has had that experience as well and they'll be able to tell us a little bit about getting bridged, what that was like for them, what they're able to share. And I'll say that Sylvie and I will also be presenting a little bit at the end of the session on bridging as well. And that'll be a big part of the closing event. So, you'll learn a lot about bridging what can do for you, how to explore that option for employment. And I could not agree more with Tina. It's definitely a very straightforward and easy way to kind of bridge that gap between your studies and looking for a full-time career.

So, I will unfortunately have to bring this part of our session to an end. I just wanna stay on time for the rest of the event. So, I think my main job right now is to again say a huge thank you to everyone for their engagement and their excellent questions for Tina. Some really great information and advice was shared and we hope that you, our participants today, have learned a lot from being able to hear Tina speak. So, we will be moving on to the next portion of our session. It's time to say goodbye. And so once again, thanks for being with us, Tina, and thank you to Tina’s team as well for helping organize this with our EOSD participants. It was definitely a true pleasure and honor to have you with us to start the 2023 summer programming. So very grateful for your time.

**Kristina Namiesniowski**
Thank you. Thank you. And I wish everybody a wonderful national Public service week and a great experience with the Federal public service. And you are our future leaders.

 **Camila Das Gupta**
No pressure.

**Kristina Namiesniowski**So we expect big things from you and don't be shy, right? Alright.

**Camila Das Gupta**
Love it. Thank you, Tina.

 **Kristina Namiesniowski**
Thank you. Bye bye bye.

**Camila Das Gupta**
OK, so now we have the pleasure of introducing again, Megen Le Stum to provide their remarks. So, I did kind of offer this at the beginning when we weren't sure about the order of our speakers, but I'll just go over it again to refresh everyone's memory about Megan being able to join us today. So they are a formal former participant of the EOSD program. They just celebrated their one-year anniversary with the government, which is great. And like we mentioned earlier, Megan did have experience with bridging, so they'll be able to tell us a little bit about that. Think at the end of the summer. But it'll be coming. And Megan studied journalism and critical disabilities and then they joined Statistics Canada as a human resources officer for the Accessibility Secretariat. They are a neurodiverse trans and nonbinary person, and you can find them gallivanting around Montreal trying culinary gems and attending a variety of art exhibits, which I love. I had the pleasure of welcoming back Megan to the stage now so they can share their remarks with us. Thank you, Megan, for your patience and the floor is yours.

**Megan Le Stum (they, them, theirs | ille, iel, iel) (StatCan)**
Thank you, Camilla. So yeah, um, I use they/them pronouns in English and any pronouns in French. Like Camilla said, I'm trans, nonbinary neurodivergent. And when I started my student program last summer, I was a master student in journalism at Concordia University in Quebec, and was specializing in critical disability studies. So when I started my summer last year, I interviewed for a few positions. But ultimately I joined Statistics Canada as a junior [inaudible] consultant in the EDI and Accessibility Secretariat and actually I worked on and drafted the accessibility plan at STATCAN which DM Tina was mentioning earlier. My other tasks include making sure folks know how to make their projects and initiatives as accessible as possible. So yeah, when I started last year, I remember my first day opening outlook for the first time and already having what felt like so many meetings. That was definitely a learning curve that I was not expecting. What was a pleasant surprise though, is that when your day is done, you close your computer and that's it. There's no homework, there's nothing else after that. And as a disabled graduate student, that was a really welcomed change of pace.

One of the challenges that I faced during my first few weeks was understanding all the acronyms. If you haven't noticed already, working in the government means that you're gonna encounter a lot of acronyms, or at least that was my experience. My best advice is to not be scared, to ask the folks around you what those acronyms mean. So that goes actually more like goes from more than just acronyms. Last summer I learned quickly that asking for clarifications is a necessary part of corporate communication. So as someone who is autistic, I don't always grasp what folks mean. So sending a message like can you clarify? Can you give me more details? Can you give me contacts on this? Is something that's super helpful to make sure that you're on the same page as your teammates. And another recommendation that I would issue regarding the acronyms is keeping a list of all the acronyms you've encountered. So what was super useful for me was using Microsoft OneNote. It's something that allowed me to organize all my information and be able to search it quickly so that way when I was in a meeting, and I heard an acronym that I couldn't recall the meaning of, I could always use the search function. Another recommendation is to take the opportunities that are offered to you as a student. Last summer I attended a lot of student events that got me to engage with a bunch of high-level employees of the government like I know like I met the STATSCAN chief statistician, got to ask him a lot of questions and I only realized how special and meaningful those opportunities were when I was no longer a student and I still have really close reports with these really high level people that have a lot of connections, right? So. That's something that I really encourage you to add to your schedule this summer. One of the opportunities that I've recommend taking advantage of also is the EOSD mentorship program.That was something that was super helpful for me last summer. When you enter a new corporate work environment, it can be quite the learning curve and it can be a great opportunity to ask all the questions that come in your day-to-day work. It's a great place to talk about how to develop your career, how to get the most of your relationship with your manager or how to develop certain skills that you want to add to your resume.
Um, yeah. And so at the end of last summer, I was asked to stay and I was offered a position, so I - spoiler alert - took it. That's why I'm still here. And that's like, as Camilla and DM Tina mentioned earlier, that's part of the process of being bridged, which, like Camilla mentioned, we can talk about later in the summer.

And so another part of getting this position that was super important is that as a trans student with a disability, it was really comforting to see that there was room for me to be my authentic self, to be accommodated and to be able to do meaningful work in a team of people that are also interested in the in similar things as me.

It's also really comforting as someone who studied social sciences too, because there's always this looming threat that there will no not be any jobs for you in social sciences, and this is a really interesting way to put into action the things that you learned in your program.

So yeah, so if I can leave you with one last tip, as you embark on this experience, it's to connect with as many people as you can, and share your goals, your past, your passions and learn as much as you can.

The job that you have this summer might not be the one that you keep for a lifetime, but the lessons you learn and the people you'll meet will definitely be. So make sure to take advantage of all the opportunities that you come across this summer. I'm wishing you all an amazing summer and feel free to reach out if you have any questions. I'll put my e-mail in the chat. Thank you.

**Camila Das Gupta**
Thank you so much Megan for sharing with us, giving us a little bit of an idea of what your experience was like with the program, what it can offer and some of the things that worked well for you when you were a student. I really like, you know, when you shared a little bit about still having those relationships with some of those high-profile people. And sometimes as I know as a new employee, as a student, it can be, and it can kind of seems like it all mixes together like it's hard to differentiate a little bit. You know who you're talking to and what they're [inaudible]… it might only come about later when you're like, oh, this is a really high up person that I'm talking to and I get to develop that relationship. So yeah, it's just interesting to kind of hear that perspective. So thank you for sharing with us. And we do have time now for Megan to take some questions from the audience today, so I don't know if any participants on the line would like to raise their hand or post in the chat if they have a question for Megan. And of course, I should have mentioned this earlier, but feel free to ask the question in the official language of your choice as Megan is able to respond in either English or French. So, anybody on the line who would like to ask Megan question?

Justin. You are welcome to unmute and speak.

**Justin Luschinski**
Hi. Yeah, hi. Thanks. Thanks, Megan for that speech. I just wanted to ask, you mentioned before about sort of connecting with higher level like people or people kind of high up in the organization.

How would you recommend sort of making those connections? Especially now when a lot of people are like working remotely and just sort of yeah, working over teams and whatnot. Thanks.

**Megan Le Stum (they, them, theirs | ille, iel, iel) (StatCan)**
Yeah. Thank you for that question, Justin. So I actually work fully remotely. That's one of my um accommodations. And I mean the region on top of it. So yeah, I hear you on the fact of working remotely.
Yeah, I think that one is asking the questions and taking opportunities like earlier, like asking questions to DM Tina, taking it, taking her up on sending her an e-mail about what your experience is like. And if you have any feedback to offer on the experiences that you had. But also sometimes just like at the end of my summer, because I had spoken to the chief statistician so many times, I just sent him an e-mail being like, hey, this was my experience. It was really amazing. I had a great time. I learned a lot, and I'm actually gonna stick around. And he actually answered me within like 15-20 minutes, which when you know how busy this person is, is pretty impressive. And the reality of it is that a lot of higher, like higher level people are super excited to talk to you as someone who is the future of public service. So I say go and be very confident about talking to people and sharing what you're experience is like. Also, these while being like polite and everything like that, that goes without saying I guess. But yeah, just like, you know, sharing what your experience is like is is really valuable in the government.

Yeah, I don't know if that answers your question.

**Justin Luschinski**
Yeah, it does. Thank you very much.

**Camila Das Gupta**
Thanks, Megan. I see, I think Ishwor would like to ask a question now.

**ASL-English Interpreter | Gloria**
Hi folks.
Uh. Nice to see everybody. I'm happy to be here. I'm obviously one of the deaf participants today. I guess I've been working here since May 1st as a student in government and I'm learning and getting to meet people. You talked a bit about the mentorship program. I'm just wondering if you could say a bit more about that. I don't have a mentor. I have managers and stuff and you know, I communicate well with them through text, team stuff and mostly focusing on learning and my training. But I'm just wondering, I'd like some help around how to kind of take those next steps. I don't really network that well, but I would like some more mentorship around how to make those connections in a bit more of a formal way. Can you talk a little bit about that, just so that I can kind of plan ahead.

**Megan Le Stum (they, them, theirs | ille, iel, iel) (StatCan)**
Yeah, I can talk about what my experience was like, but I feel like the folks from EOSD would be better suited to give a more technical answer on how to do it. But for me, what it was like is that I went on their website, I looked through the bios of the mentors, and I chose a mentor that felt like a fit to me. And we met on a biweekly or monthly basis last summer. I can't quite recall. Yeah. And we would just have conversations about what it was like, um to do be doing the work that I was doing, but also really like figuring out like the different day-to-day questions that I had about my job. It was really useful to kind of walk me through the steps of having a career in the government while also giving me tips on how I can set up my career in ways that work for me.

 **Camila Das Gupta**
That's great, Megan.

**Megan Le Stum (they, them, theirs | ille, iel, iel) (StatCan)**
Yeah. And if anyone wants to step in.

**Camila Das Gupta**
And maybe it's just, [inaudible] the topic of mentorship. Like Megan said, our team kind of manages that program. So for anyone interested in getting the mentor, part of our session just in a couple of minutes will be to cover how that works, how to access it, who's available. So in a couple of minutes, we're kind of go through all of that with the participants. But on a note, we can facilitate accommodations as well. So if a participant would like to meet with a mentor, and the mentor doesn't sign. In this case, we can book a sign language interpreter to come in sign between the two of you. The thing with our mentors is they're all identified as a person with a disability, but they don't identify what type of disability that is, of course, so you won't necessarily know if your mentor is able to sign or not. So we can facilitate that with you and make sure that you have someone available to be at the meeting with them. So at any pointwith our mentorship program, if you're looking to meet with anyone and you need some support who are here to help, always.

**ASL-English Interpreter | Gloria**
Great. That's great. Thank you so much.

 **Camila Das Gupta**
Anybody else would like to ask Megan a question here you probably have time for one more.

So we've got them in posting in the chat, Megan, I will read it out loud for you. So, hi, Megan. I find it difficult to assess whether to share my disability or details regarding it with a co-worker. Overall, everyone is very kind and accepting, but do you have any advice on professional relationships while remaining authentic to yourself? When to share and when not to share?

**Megan Le Stum (they, them, theirs | ille, iel, iel) (StatCan)**
Yeah, that's a really great, great question. And I just wanna start with the caveat of like as a neurodivergent person, just like navigating social situations can be super difficult and knowing when to disclose information and when not to is especially hard when your neurodivergent. So that's just something I wanted to start off with, but I think a great way is to talk about, if you're not sure if you wanna disclose your information about accessibility, is to start a conversation at large about accessibility - like what is it that people have asked for in the past? What are accessibility initiatives that you have put into place recently, or different conversations like that don't necessarily have anything to do with you, but that are just about accessibility is a great way to start that conversation. That way it doesn't hold you to share any information. And then based on how the person talks about accessibility, you can go from there.

As for tools that you can maybe use, I know the GC accessibility passport is a great tool. I won't get into the whole process because it's definitely a tool that has a lot of facets to it, but if you have any questions, I'm happy to answer them. But it's a tool that you can use, that you own as the employee, and you can include the barriers that you are encountering in your workplace and then get accommodated accordingly, where in which you never have to disclose your diagnosis. So that's a tool that could be useful to facilitate that conversation, especially considering that most managers are trained to use this tool. Yeah, I think that covers every part of the question.

But definitely disclosing your disabilities um a challenging component of having a disability and knowing when that moment is right is also difficult. But what I would say is don't be too hard on yourself, like just try it and see how that works and to really start conversations about accessibility, I think that that's a good way to go about it. So yeah, that's my answer.

**Camila Das Gupta**
[Inaudible] A bit, a little bit like testing the waters. Kind of see what their overall reaction is and then get a sense for that sort of personal feeling of trust, right. Yeah, I like it.

Um, OK, maybe. Um, give one last moment for anybody who might wanna ask Megan another question before we move on.

And Arianne’s asking how can you understand sign language if you don't have a mentor? So my comment earlier was just if a sign language is the way that you communicate and you're looking to speak with a mentor that doesn't sign / is unable to to communicate with American Sign Language, we would be able to set up a recurring meeting with you and your mentor to ensure that someone like Gloria is able to interpret at the meeting with you. So that's more and what I meant, and all participants are able to e-mail our team to let us know what their needs might be. And so that we can facilitate accommodation measures with them with their mentors, since it's slightly different than our organized event. So, Arianne, that just might answer for that question, but if you, if anything still unclear, please let us know.

OK, so I think we're gonna stop this question session today. Some really great questions were asked, and we really enjoyed hearing from Megan on their perspective and everything. So, I will bring sort of that question answer period with Megan to a close, but I will mention, rest assured Megan is around if you want to hear more from them. I know they posted their e-mail in the chat.

But thank you for that, Megan. I also wanna mention to our group here today that Megan is one of our mentors for the program. So you can reach out to Megan if you think they might be a good fit for you as a mentor as well. We will be talking more about the mentorship program and the next couple slides, but I wanted to mention that today that Megan is available as a mentor.

And they also said they're able to answer some more questions. So again, if you wanna e-mail us directly or e-mail Megan directly, they can kind of answer any other questions that might have come up today. So with that, I will thank Megan again for being here with us. We're so grateful for your time and your contribution and your willingness to share your perspective with us. It really enriched the session for the participants, and we're grateful for everything that you were able to offer. So. Thank you again, Megan. This concludes the guest speaker portion of our session today. Megan, you're of course welcome to stay on the line if you wanna just hang out and and listen.

I do wanna mention to the group that we will move on now to the presentation portion for Sylvie and I. We do hope that everyone has enjoyed being able to hear from Tina and Megan today. And again, we're very grateful.

So it's now time for us to introduce you to what the program has to offer. And so I can see my colleague has launched the PowerPoint again and we will move on to an overview of the summer event. So I will pass it over to my cohost Sylvie.

**Sylvie Laliberté**
Thank you, Camilla. And so first we will start off with a detailed overview of the rest of the events for the summer.

Uh, before we explain each event, we want to let you know that all of our events for the rest of the summer will be held in a bilingual format, which means that we will be alternating between English and French. This would be different to what we are experiencing today as you will not have simultaneous interpretation. I need to say that if you require any accommodation measures to be able to fully participate in these events in the future, including ASL or LSQ services, it's very important for you to let us know as soon as possible. We can then work with you to ensure that appropriate accommodation measures are in place for any of the events that you would like to attend.

Now what to expect for the summer events:

At the next event after today that you can anticipate this summer will be our info session on Tuesday, June 27th. At this session, students will learn about two different supports and services that are available to employees with disabilities, this part of the presentation will focus on the GC Workplace Accessibility Passport. We have talked about it a couple of times earlier. The passport is a tool for public service employees to share accommodation information about your needs and to get the support measures required to help you succeed. The passport is owned by the employee, by you, who uses it to describe the barriers you face in the workplace. The passport is your tool to document accommodations and information about your accommodation measures. The types of things it can document include devices or support received in the past, as well as any tools. Then the employee would bring it with them should they change jobs or organizations. So it's a very useful tool.

The second part of the presentation will provide information on the lending library service pilot project we have discussed. We talked about it a bit earlier. This service is designed to meet the workplace accommodation needs of short-term public service employees, such as student, by providing quick access to adaptive technology and tools. Being knowledgeable on these two programs will be very useful during your work term, and we encourage you to attend this event to learn more about how they work and how you can access them so it's going to be very interesting.

The following event will be a mentorship session in the form of a panel discussion which will be held on Tuesday, July 11th. EOSD students will hear from three established public servants and one moderator whom all have lived experience with disability. We will be going over the duty to accommodate and how the workplace accommodation process works. You'll learn about common workplace accommodations and how to navigate the conversation with your manager when requesting workplace accommodation. Since it's in the panel discussion format, this will be your chance to ask all of your questions when it comes to these topics and hear as well from some experts.

**Camila Das Gupta**
And after that and the next event will be held on Tuesday, July 25th at 1:00 PM.

It will be a mentoring event in the form of a one-on-one speed matching. So this will be a more personalized mentoring and networking experience for students. And essentially, each participant will be placed in a breakout room with one mentor and they will be given half an hour to make sort of more personal connections with the mentor as well as asking any questions that you might have. So what's important for you to know is this event is not like our other event. This event has a participant limit, and preregistration is required, so we do expect students to sort of come prepared with two to three questions ready to ask the mentors and be willing to sort of be in a one-on-one setting with a stranger and have a conversation. So you will receive more information about how to register and for this event in the coming weeks in an e-mail from one of our team members. So just make sure to keep an eye out for the e-mail and make sure you register in time if you would like a spot at this event.

And our last event of the summer will be our EOSD closing event on Tuesday, August 15th. At this event, you will get to learn about what's next after completing your work terms with the federal public service. So we will have a guest presenter to talk about tips and tricks on how to apply to jobs in the Government of Canada as well. Our very own Megan Le Stum will be returning to talk to participants about something which we've mentioned many times already called bridging, and I'll also talk a little bit more about that in the slides to come. But Megan will be returning to provide a bit of a testimonial on their experience with this sort of transition from being a student into becoming full time employed with the Government of Canada.

And at the closing event will also talk a little bit more about mentorship after the summer is over and how you can continue your mentorship relationship or find a new mentor even after your studies have finished. So the closing event will be pretty important to attend if you'd like to learn about, you know what comes next after your term and how to stay connected with the Government of Canada when you return to your studies and before you graduate.

So um for all of the events we just described here on the slides, you will be receiving outlook invites with the date and the links and information to join. So please make sure that you're checking in e-mail regularly for anything that comes from our generic inbox and you can accept these outlook invites the same as the one that you received today and make sure they're in your calendar. We do wanna mention that part of your work term is being able to participate in things, and these activities. You’re welcome to join these events and join these activities during your work hour. Of course, just let your manager know that that’s what you're looking for.

So we will move on to the next slide and as promised, we will be talking about our mentorship program. So I'll pass it over to Sylvie.

**Sylvie Laliberté**
Thank you, Camila. Again, another program component of EOSD [inaudible] this summer is our mentorship program. Mentoring plays an important role in employee engagement and retention. And mentoring also contributes to [inaudible], dual and organizational projectivity. It's also a very influential aspect in professional development.

Informal connections with colleagues with more experienced than you can help you learn diverse skills and abilities outside of your day-to-day work. You can also learn about what is like through different stages of someone's profession and ask for advice and guidance on topics that may be more challenging for you. A critical component of successful mentorship is being able to see parts of your identity and goals in the mentor you choose. Representation is impactful for being able to visualize yourself in new roles and along your future job path. Because of this, we are so proud to say that we have over 50 mentors who self identify as having a disability or active allies. They all signed up this year to generously provide their time and expertise to EOSD participants. The mentors are all employees who have found successful professions within the Government of Canada. They are willing to spend time with you to answer your questions, provide guidance, and share, share their own lessons learned over the years.

It is also important to note that our mentorship program is a self-guided framework. This means you'll get out of it what you put into it. So if you're interested in finding a mentor, it's important to put some thought into what you would like to get out of the mentoring experience and the type of guidance you are looking for.

**Camila Das Gupta**
Another thing to note of for mentorship is we do encourage you to reach out to multiple mentors to begin the process of finding a mentor who is a good fit. Some mentors may have already accepted as many mentees as they can, I'm sure Megan will be very popular after this today's session. Or they may not be able to respond in a timely manner. And this time can be a little bit difficult as a lot of people are on vacation here and there. So, for this reason, it's important to consider multiple mentors to start, and you can reach out to them and see what their availability is. We also wanna mention that you're welcome to have more than one mentor. So if you do reach out to a couple mentors and a couple respond and say they're able to take you on, don't be shy from in and having a couple of mentors essentially, that can help expand your network. It can help you learn about diverse aspects of the Government of Canada and kind of what’s out there in terms of different departments and career paths. So, you're definitely welcome to have more than one.

To participate in the program, all you need to do is browse the biographies of our available mentors online to see if any of them might be a good match for you.

We recommend that you get started by reaching out and introducing yourself to the mentors of your choice directly by using the contact information that they provided in their biography. And we do recommend that each mentor that you contact is in an individual e-mail. So, you might be contacting multiple at mentors that you should be writing one e-mail per mentor to kind of indicate your interest and ask for their availability. From there, the mentor and the mentee will be able to sort of establish their own mentorship relationship. You can decide on how often you want to meet and what topics you'd like to focus on. And you can kind of decide those things together. We do ask that you e-mail us once you have confirmed your mentors so that we can make a note on our files and we can follow up accordingly as well.

So, I just wanted to finish by saying that this is a unique opportunity for EOSD participants and we do encourage you to take full advantage of the mentorship program this year. Our mentors are all very excited to meet you and pass on their knowledge and support. And I know that Deggen and Sabrina have already shared the information in the chat, but you will also get an e-mail right after this event is finished with the information on where to find these mentors, they’re happy to get started.

So I'll pass it back over to Sylvie.

**Sylvie Laliberté**
Thank you. So the last program component covered today is the support that our team can offer with finding employment after graduation.

I know you may be thinking graduation is a long time away, but it's very important to start thinking about the these things now and putting the right pieces in place to help you gain long term employment with the Government of Canada. If it's of course something that interests you. One thing that's very important for current students to be aware of is that there is an employment mechanism in our staffing system that is just for you. This is called, like we said earlier, bridging, and it's available to students who have completed a work term with the Government of Canada and are looking for employment opportunities after they graduate. What is beneficial about this process is that it is often unknown, advertised employment and generally does not involve a formal job competition which is a plus. This means you can get offered a job very quickly in comparison to completing an externally advertised job competition which can sometimes take several months. It's essential for you to know that you're eligible for bridging and to learn how to market yourself correctly when speaking to with hiring managers.

 **Camila Das Gupta**
So being on your side, the participant side, does offer you an advantage because you'll have the opportunity to include your CV in an inventory when you're ready to graduate, so this is called the graduate inventory through our virtual door to talent with disabilities. And through this inventory, managers can browse available graduate based on their skills and reach out to them to offer employment. And using the bridging mechanism like we've been speaking about. So being part of the inventory will help managers in many different departments be able to find you quickly and easily. And of course, we've already alluded to this. We will be talking a lot more about bridging at our closing event at the end of the summer where of course Megan will be joining us again to talk about their experience and what it was like sort of finding employment through this this bridging mechanism. So it's important to know that only students registered for EOSD can apply for this specific inventory. You will all receive an e-mail at the end of the summer to indicate when a new intake is happening, and explain how to apply. And students who have upcoming graduation plans within the year will be eligible to include their CV and the inventory at this time.

And I can see there's a question in the chat just asking us to provide a link to the inventory. So there is no web page associated with it, it's an e-mail directly from us where then you can apply at that time. So you'll be getting this information a little closer to the end of your work term.

I know that many of you may be just starting your studies. And so if you’re a student who is not graduating yet this year and you will still be included in our correspondent list and you will continue to get emails to indicate when a new intake process is happening. So essentially anyone who's in EOSD, who is registered with us, if you're a participant, you'll be included from here on out in our correspondent list and anytime we are doing a new intake for this inventory, you'll be notified and you'll be given the chance to apply at that time. And you just wanna line it up with your graduation date.

So these are the three main program components we've gone through. We talked about events, we talked about mentorship and we talked about this support in finding employment after graduation. That's the program in a nutshell. Of course, part of the program is also having myself and Sylvie, Sabrina and Deggen, who you've seen in the chat as your team members here available to help at any time where we want to make sure you have a positive work term.

And we are here to support you as part of this program.

So we do have a couple minutes left right now, done with the formal part of this welcome session, I'd like to open the floor up for a few minutes to give people the opportunity to ask any questions before we finish today's event. So now is a great time to raise your hand or write in the chat box if there is anything left unanswered for you today.

**ASL-English Interpreter | Gloria**
OK, sorry, the interpreter didn't have her mic enabled. It's me again. I have a question. I just want to clarify. I saw in the captioning and through your presentation about the bridging program [inaudible]… the interpreter is gonna ask for clarification. Is FSWEP, is that the same thing as that?

**Camila Das Gupta**
It's different.

**ASL-English Interpreter | Gloria**
OK.

**Camila Das Gupta**
So FSWEP is the way in which a student can get a work term with the Government of Canada. Bridging is a way for a graduate to get long term permanent employment with the government of Canada, and it's a way for the student to move from the student contract into permanent employment after graduation. Someone who's graduated has the ability to use this employment mechanism when they're looking to get hired.

**ASL-English Interpreter | Gloria**
OK. Great. Thank you for that explanation. [Inaudible]

**Camila Das Gupta**
That's a great question. It's confusing. So you, if you're currently a student, you've been granted a work term and are an FSWEP student. As part of being in FSWEP, you’re part of EOSD, which is this program. So, it's a support program for students who are completing a work term with the Government of Canada and have self identified as having a disability and would like to receive support from EOSD, this program. When you finish your work term, once you've graduated from your studies, you're then eligible to become bridged, which is that mechanism to try to help you get long term permanent employment with the Government of Canada.

**ASL-English Interpreter | Gloria**
Great. Thank you.

Yeah, it is confusing by the way. Uh. And I'm just wondering like if you can clarify that timeline, I'm graduating soon. I've got a year left. I'm planning to graduate in 2024. So how soon? And this is all very sort of new to me. So how soon should I be preparing to apply for the bridging program?

**Camila Das Gupta**
That's a great question.
And generally, we tell students to apply as close to their graduation as possible. This is because hiring managers come to our inventory looking for graduates who are ready to take long term full-time employment. If you add your name to the inventory before you graduate, and you're not actually able to accept work terms, it's difficult for the hiring manager to be able to offer you that employment. So if you're graduating in 2024, we would suggest you apply to our inventory about three months before you graduate.

**ASL-English Interpreter | Gloria**
Great. Thank you. And I just wanna say I look forward to the next event. Thank you for sharing that information. I'm, I'm glad to come to the next one. It's a lot to learn in government. So this is exciting. This is really great. You don't know that this is such a big world until you step into it. So it's a lot of learning. Thank you so much for the support. I think we really appreciate it.

**Camila Das Gupta**
That's awesome. I'm really happy to hear that information. It's helpful for us to know if the program is working and what participants are getting out of it. And we're happy to have you here today. So thank you.

 **ASL-English Interpreter | Gloria**
Have a great afternoon.

**Camila Das Gupta**
I'll just check on some more. I think the chat is a little bit busy, but I'll just check to see if anyone has more questions.

Ah OK, so Bijoy is asking about an e-mail address that will post it in the chat now.

So Madison asked. Um, I'm a student currently working in a role with responsibilities different from my program of study at university. Do you have any advice on getting the experience closer towards my educational skills? [Inaudible] So Madison, I think that can be quite a common experience for students. Oftentimes when you get your work term, it's more than entry level sort of opportunity to get in the door and try something. And that can oftentimes be a little different from what you're studying. And so I do think that's the reality for a lot of students. And my best advice to you, Madison, is to expand your network. So if you know that your current studies is what you want to sort of work long term in later on in the future, when you are browsing through mentors, look for those skill sets. Right, see if a mentor in our list works at a department or works in the field that you're interested in and reach out to them. And then hopefully you can start developing a relationship with a mentor or multiple mentors that do work that's closer to your field of study. You can ask them questions about what it's like. You can ask some information about how to get experience in that field.

Um, that sort of thing. So I really encourage you to take a look at the mentors, see if there's anyone who has that experience that's closer to what you're looking for, and then reach out to them to see if you can start a conversation. Ask them questions about working in the government, in that capacity, and if they're able to kind of help you network and meet more people in that area.

OK, so I think we are coming to the end of our session.

Um, I we will kind of close up the question-and-answer period now, but again I do encourage you to reach out to us. We are your team members for the summer. So you can contact us at anytime, if you have more questions that you'd like to ask, we are available to help and support. I will pass it over to Sylvie now to remind you of our contact information before we finish up.

**Sylvie Laliberté**
Thank you. We are friendly peoples, and we love to connect, so don't hesitate to send us an e-mail with any questions, comments or ideas to share. Someone is always, someone will always be available on the other end we will respond and provide support to program participants.

Please remember to save this e-mail in your contacts and keep an eye out for all the correspondence that will be coming your way in the next few months from this e-mail address.

**Camila Das Gupta**
OK, so this is officially concludes our session today. There were a few technical difficulties at the beginning, but I think we got on track and a massive thank you again for our guest speakers, DM Tina and Megan. So special to have both of them share with us. I also wanna thank our ASL and LSQ interpreters, Gloria, Carolyn and Paul as well as our simultaneous translator Philip, who's on the line, who's been providing the French for us today, and I'd like to thank my colleagues again Deggen and Sabrina for helping us with our chat and sharing the PowerPoint. And a thanks to my cohost, Sylvie for helping me facilitate and present this information.
And lastly, a big thank you to all of our EOSD participants that joined us today for the welcoming events of our summer 2023. We're so grateful to have you today. This program is for you. So we're appreciative of your time and your participation. We are very much looking forward to seeing you again at the next event and we wish everyone good luck with their work terms this summer. So thank you and have a good rest of your day.

**Sylvie Laliberté**
And thank you, Camila.