



Fisheries and Oceans
Canada

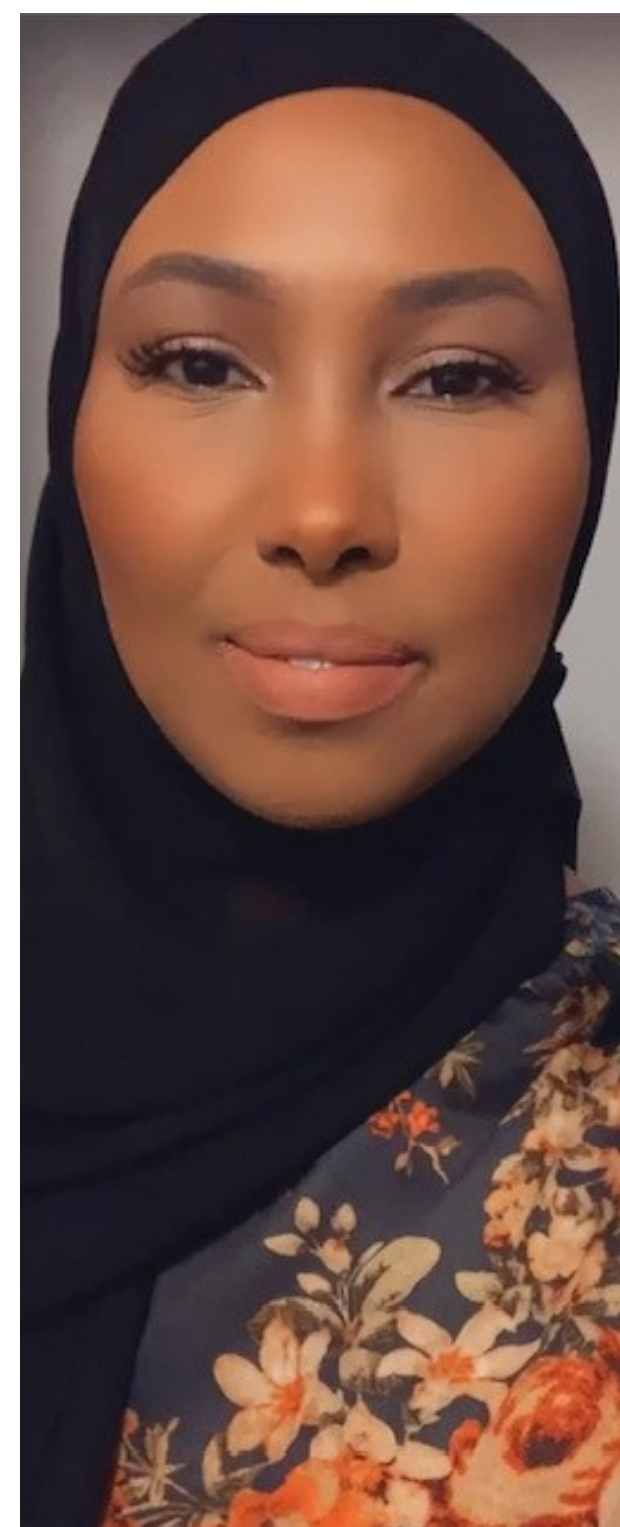
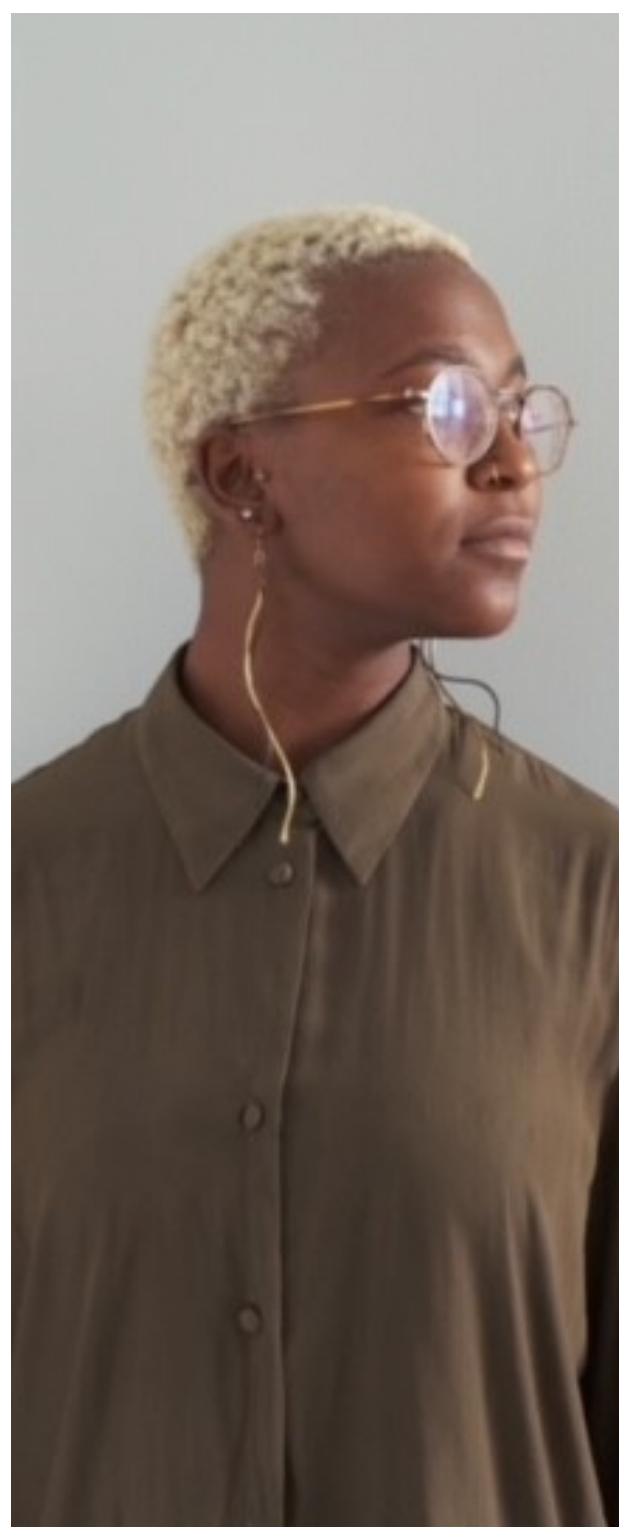
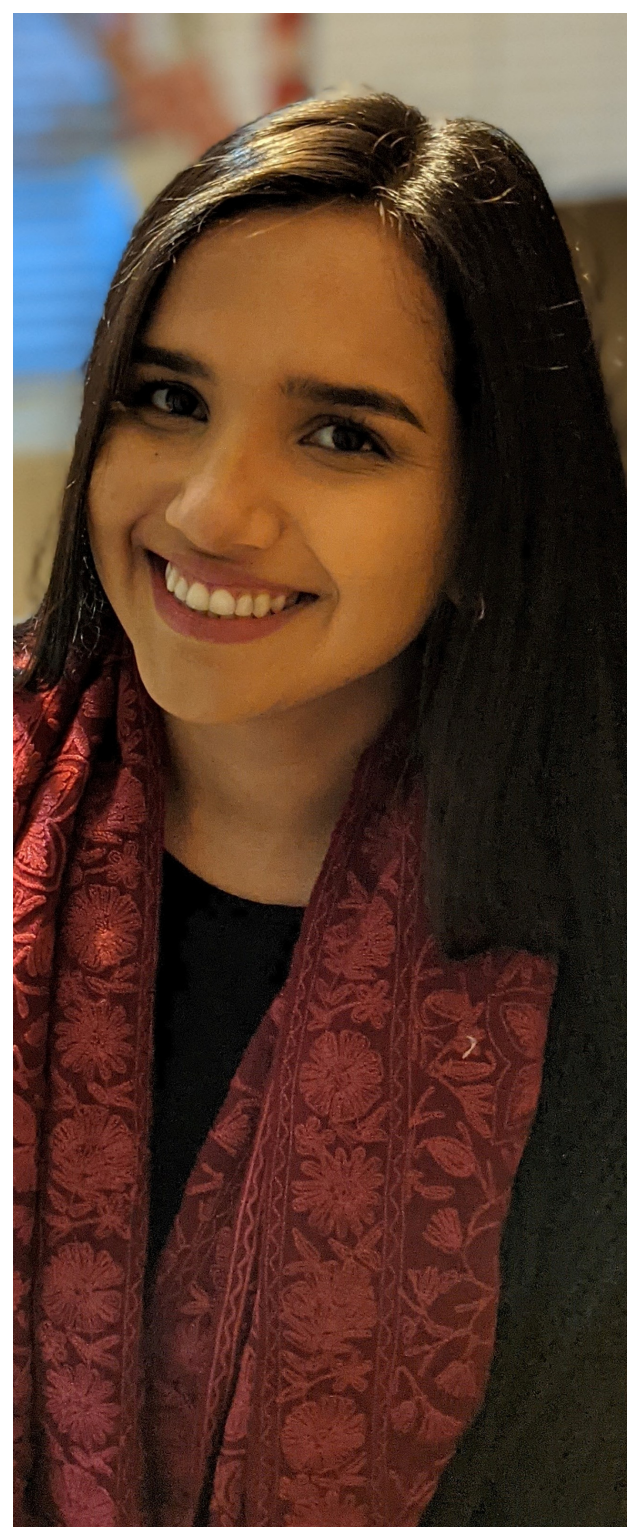
Pêches et Océans
Canada

Canadian
Coast Guard

Garde côtière
canadienne

ASK ME ANYTHING

A COURAGEOUS CONVERSATION ON
INCLUSION AND BELONGING



WEDNESDAY, MAY 5, 2021 AT 1PM EST
FEATURING: ZAYNAH KHAN,
ABIGAIL THEANO-PUDWILL AND FADUNO ALI

Canada 

GUIDE FOR THE INCLUSION AND BELONGING PANEL

“Implicit biases come from culture. I think of them as the thumbprint of the culture on our minds. Human beings have the ability to learn to associate two things together very quickly - that is innate. What we teach ourselves, what we choose to associate is up to us.”

- Dr. Mahzarin R. Banaji

This is the fourth in our series of Ask Me Anything sessions that are giving us a platform to share stories, listen, ask respectful questions and continue on our journey to becoming a more inclusive organization. As a people, we are the intersectionality of race, ethnic origin and color, religion and creed, dis(abilities), sexual orientation, age, ability, sizes, and shapes. Every leader and employee has the power to co-create a culture of inclusion.

It is important that we find value in each other's experiences, differences and unique characteristics. When we build our cultural competency we are able to work better together in our teams and respond to each other with relevance, empathy and compassion. By celebrating and sharing our authentic selves, we gain a greater appreciation of each other and the diversity that surrounds us.

We know, through diversity, workplaces and communities are stronger, more successful and resilient. And most important, it creates spaces of inclusion and fosters a workplace of belonging where people feel valued.

Event recording

A [recording of the webcast event](#) will be available for a limited time if you would like to view it again or share it with colleagues who missed the event.

KEYNOTE SPEAKERS



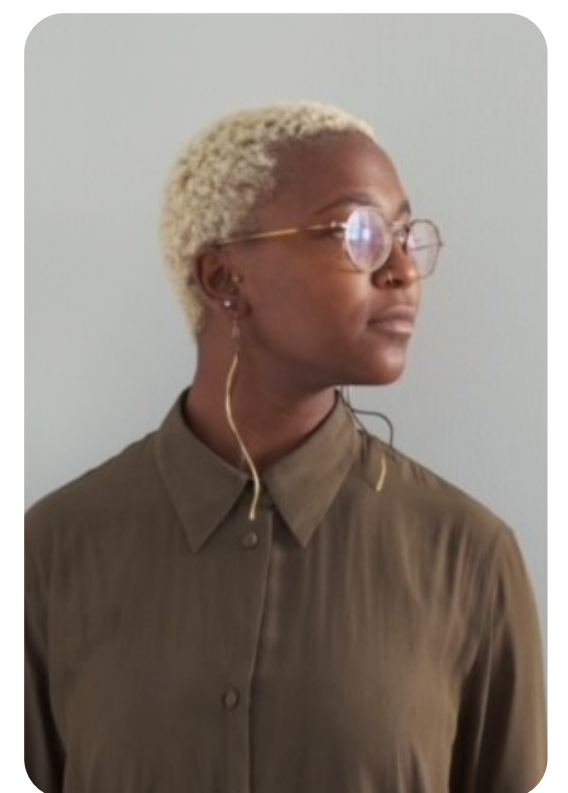
Zaynah Khan, Program Officer, Department of Fisheries and Oceans

Zaynah Khan is a Program Officer with the Pacific Region's Species at Risk Program at Fisheries and Oceans Canada. Born and raised in Vancouver by her immigrant parents from Fiji, Zaynah holds her Bachelor of Science in Biology with a Minor in Creative Writing from the University of British Columbia.

Having spent the past 1.5 years working with the public service, Zaynah is exploring what it means to be a hard-of-hearing Muslim woman of colour working in the federal government. Zaynah navigates issues like job security, workplace accommodations for religious beliefs and disabilities, diversity and inclusion, and personal growth on a daily basis. Zaynah aims to integrate her intersectional, millennial perspective with the existing ones to form a more inclusive narrative for all.

Abigaïl "Biggie" Theano-Pudwill, Communications Advisor, Department of Fisheries and Oceans

Abigaïl Theano-Pudwill is a Communications Advisor for the Ontario and Prairie region of the Department of Fisheries and Oceans Canada with a double major arts degree in Criminal Justice and Rhetoric. Abigaïl is a Haitian-born Canadian who has been working in the public service since 2018. She identifies as a woman of colour who manages, and is slowly accepting living with adult diagnosed ADHD and Bipolar Disorder. She navigates within, and continues to advocate for bettering the racial inequities in the healthcare system and public service.



Abigaïl has done advocacy work on a local, national and global scale, representing Canada in international spaces as Canada's Commonwealth National Youth Delegate and various other titles. Since 2014, Abigaïl has focused on promoting youth engagement in governance through the National Student Commonwealth Forum and Youth Parliament of Manitoba (YPM). Abigaïl's involvement on the board of directors of YPM ended this year as the first black Premier/Chairperson.

She hopes her story provides a different (and perhaps interesting) perspective and inspires you to advocate for change too.

KEYNOTE SPEAKERS

Faduno Ali, Project Officer, Workplace Programs with the Department of National Defence



Faduno Ali is a Project Officer, Workplace Programs with the Department of National Defence, working on Anti-racism, diversity, inclusion and mental health initiatives and has over 13 years of experience working in the federal public service in roles ranging from Human Resources Staffing to Workplace Programs.

A Somali native, Faduno came to Canada as a refugee with her family and grew up in Ottawa from a young age. Learning and overcoming some of the challenges that a new country has to offer wasn't an easy one, but one that was embraced with open arms.

Being a Black, Muslim woman and a mother of 4 children, Faduno is not a stranger to the intersectional biases and discrimination that exist in the public service. Coping with racial trauma and PTSD from years of discrimination and having to deal with invisible disabilities led to her community work.

Faduno was sponsored by DM Jody Thomas of DND, to work with the Federal Black Employee Caucus (FBEC). As one of the core members within the FBEC Core planning team, Faduno engaged with departments and stakeholders in pushing the goals of the UNDPAD while aligning with FBEC's two priorities in achieving a federal public service that is inclusive and diverse. That experience led her to becoming co-chair of The Defence Team Black Employee Network (DTBEN) upon her return to her home department. Her objective is to work collectively with the network and to empower, educate and provide tools for Black Defence employees so that they can advocate for themselves. Faduno's aspiration is to concentrate on social justice, equity and inclusion within the public service and the larger communities.

Outside of the government, Faduno is a social activist working with local non-profits and black communities. Faduno is the Executive director of Society of Young Achievers (SOYA), a black youth culture empowerment organization, an interior decorator, entrepreneur and a mother of 4 beautiful children. Faduno has a Business Administration background with a Diploma from Algonquin College.

DEFINITIONS

Belonging

The psychological feeling of belonging or connectedness to a social, spatial, cultural, professional, or other type of group or community (Hurtado & Carter, 1997).

Bias

A prejudice in favour of or against one thing, person, or group compared with another usually in a way that is considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences (University of California Office of Diversity and Outreach).

Conscious vs. Unconscious Bias

- **Conscious Bias AKA Explicit Bias:** the traditional conceptualization of bias. With explicit bias, individuals are aware of their prejudices and attitudes towards certain groups. Positive or negative preferences for a particular group are conscious (US Department of Justice).
- **Unconscious Bias AKA Implicit Bias:** social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing (University of California Office of Diversity and Outreach).

Disability

Disabilities is an umbrella term, covering impairments, activity limitations, and participation restrictions. An impairment is a problem in body function or structure; an activity limitation is a difficulty encountered by an individual in executing a task or action; while a participation restriction is a problem experienced by an individual in involvement in life situations ([Federal Disability Reference Guide](#)).

DEFINITIONS

Discrimination

Is an action or a decision that treats a person or a group badly or disadvantageously for reasons such as their race, age, or disability. These reasons, also called grounds, are protected under the Canadian Human Rights Act.

Exclusion

The process or state of excluding or being excluded (Oxford Languages)

Intersectionality

The complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups (Merriam-Webster).

Inclusion

The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups (Oxford Languages).

Racism

a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race (Merriam-Webster).

- **Individual racism** is a form of racial discrimination that stems from conscious and unconscious, personal prejudice (Henry & Tator, 2006, pp.329).
 - **Systemic/Institutional racism** is a form of racism that is embedded as normal practice within society or an organization. It can lead to issues such as discrimination in criminal justice, employment, housing, health care, political power, and education, among other issues (Pager & Shepherd, 2008).
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FOSTERING AN INCLUSIVE CLIMATE

Tool: A Checklist of Behaviours

Here are some ideas regarding the behaviours that you should actively reinforce within your team and those which you should actively discourage within your team. You can save this list and refer to it when reflecting on the norms that you want to model and the climate you are helping to foster.

Examples of inclusive behaviours that should be reinforced

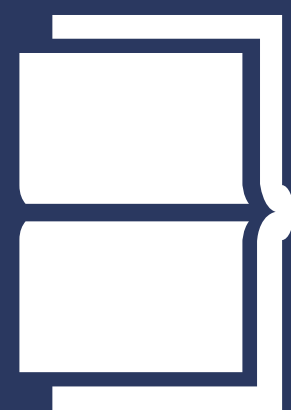


- Going out of the way to make others feel welcome.
- Showing genuine concern towards team members.
- Making an extra effort to understand problems faced by others.
- Working together to arrive at decisions that all can accept.
- Efforts to uncover opposing or alternative views in order to try to better understand and solve problems.
- Resolving conflicts effectively.
- Willingness to help each other.
- Standing up for each other.
- Giving team members the benefit of the doubt (for example about the potential value that they can contribute to the team).
- Being critical of underlying assumptions when drawing conclusions about each other.

Examples of behaviours that should be actively discouraged



- Behaving in a way that could lead some to feel excluded or marginalized, for example by excluding some from professional camaraderie.
- Downplaying the value of others' contributions.
- Withholding information from others.
- Interrupting or cutting others off while speaking.
- Belittling someone's ideas in front of others.
- Failing to acknowledge, or showing little interest in, the ideas or opinions expressed by someone else.
- Dominance tactics (e.g. dominating the conversation during a team meeting).
- Being condescending or demeaning towards others.



Prerequisite: Watch AMA

Objective: to facilitate a discussion with my work team about intersectionality and unconscious bias

Time: 60 minutes

What was my main takeaway – expand and share an amazing quote, story or moment:

What made me uncomfortable/ what was one of my blind spots?

What is an example of a systemic discrimination that I am aware of in my life?

What am I not going to do anymore?

Prerequisite: Watch AMA

Objective: to facilitate a discussion with my work team about intersectionality and unconscious bias

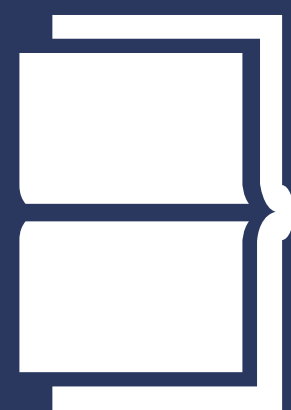
Time: 60 minutes

How can I use my voice/ influence – both overtly/covertly

Where am I going to dig in and learn more?

How will I continue this conversation?

What are some of the challenges unique to your identities that you face in the workplace?



Prerequisite: Watch AMA

Objective: to facilitate a discussion with my work team about intersectionality and unconscious bias

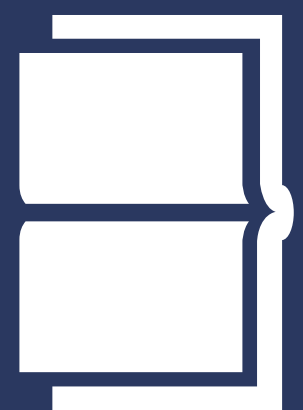
Time: 60 minutes

How important is representation to you?

What do you think my organization can do to practice greater inclusivity?

What are the positive aspects of diversity, inclusion and belonging?

What has your personal journey been?



RESOURCES

Canadian Centre for Diversity and Inclusion (CCDI)

CCDI is a national charitable organization with the mandate to help the individuals and organizations they work with be inclusive, free of prejudice and discrimination, and to generate the awareness, dialogue and action for people to recognize diversity as an asset and not an obstacle.

Resources

- **Monthly Newsletter “Diversity Ink”** : [Subscribe](#) or [read past editions](#)
- **Knowledge Repository**: e-library with over 1,000 documents containing Canadian specific and international diversity and inclusion research, reports, toolkits and news, which are indexed and searchable by multiple parameters (e.g. by keyword, by topic, etc.). If you would like access to the Knowledge Repository, please send an e-mail to kr@ccdi.ca with the subject line “Knowledge Repository Access” and include your first name, last name and work e-mail address. You will receive your log-in information shortly thereafter. You can also access their resources section online [here](#).
- **Monthly Webinars** – CCDI offers educational webinars four to eight times per month in both official languages which are free for all of our employees. Registration to webinars is done directly from their [events calendar](#). Previously recorded webinars can be accessed via the Knowledge Repository.

Multiculturalism

Having a workforce and workplace that respect and accept cultural differences and cherish them is key for the Department in meeting its priorities. All federal institutions, must respect the [Canadian Multiculturalism Act](#) and shall, amongst others:

- ensure that Canadians of all origins have an equal opportunity to obtain employment and advancement;
- promote policies, programs and practices that enhance the understanding of and respect for the diversity of the members of Canadian society;
- make use, as appropriate, of the language skills and cultural understanding of individuals of all origins; and
- generally carry on their activities in a manner that is sensitive and responsive to the multicultural reality of Canada.
- [PSAC Union Blog](#).

RESOURCES

Resources related to the event

- [Anti-Racism Learning Series](#)
 - [A Guide to Leading Conversations on Systemic Racism and Racial Discrimination](#)
 - [Federal Anti-Racism Secretariat](#)
 - [Federal Black Employee Caucus](#)
 - [Call to action on anti-racism, equity, and inclusion in the Federal Public Service](#)
 - [Diversity and inclusion learning path for executives](#)
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Articles and podcasts

- [Understanding Anti-Black Racism and How to Be an Ally Micro-Learning Series](#)
 - [Unleashing the Power of Inclusion \(2017\)](#)
 - [6 Steps for Building an Inclusive Workplace \(2018\)](#)
 - [Taking Steps to Eliminate Racism in the Workplace \(2018\)](#)
 - [The Power of Inclusion: Transforming Diversity into Winning Results \(2020\)](#)
 - [Intersectionality: Mapping the Movements of a Theory \(2014\)](#)
 - [Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color \(2005\)](#)
 - [Moving Beyond the Gender Binary w/ ALOK - The Laverne Cox Show](#)
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Videos

- [Peanut butter, jelly and racism](#) via The New York Times
- [Verna Myers: How to overcome our biases? Walk boldly toward them](#) via YouTube
- [Implicit Bias | Concepts Unwrapped](#) via YouTube
- [We All Have Racial Bias](#) via YouTube

RESOURCES

Books

- The Conversation: How Seeking and Speaking the Truth About Racism Can Radically Transform Individuals and Organizations by Daniel Livingstone
 - Adult Bullying: Perpetrators and Victims by Peter Randall
 - Blindspot: Hidden biases of good people by Mahzarin Banaji and Anthony Greenwald
 - The Palgrave Handbook of Intersectionality in Public Policy edited by Olena Hankivski and Julia S. Jordan-Zachery
 - The Power of Inclusion: Unlock the Potential and Productivity of your Workforce by Michael Hyter and Judith Turnock
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Films & TV Series

- Atypical
 - I Am Sam
 - The Theory of Everything
 - Crip Camp: A Disability Revolution
 - Temple Grandin
 - Ray
 - The Peanut Butter Falcon
 - Breathe
 - The Fundamentals of Caring
 - When They See Us
 - Just Mercy
 - 12 Years a Slave
 - 13th
 - I Am Not Your Negro
 - Hidden Figures
 - Glory
 - Bombshell
 - North Country
 - Milk
 - A Better Life
 - The Big Sick
 - Rafiki
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Additional resource

[Employee Assistance Program](#)

THANK YOU TO OUR CONTRIBUTORS



Thank you for attending Ask Me Anything - A Courageous Conversation on Inclusion and Belonging. To access all the resources visit this [folder](#).

This resource document was created in collaboration with Katie Freer, Natasha Lim, Tara Lockhart, Melissa Michaud Camacho and Samantha Moonsammy.

Please contact the [CCG internal communications team](#) with any questions, comments and suggestions so we can all continue on our journey to become more inclusive and respectful.

CONTRIBUTORS

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