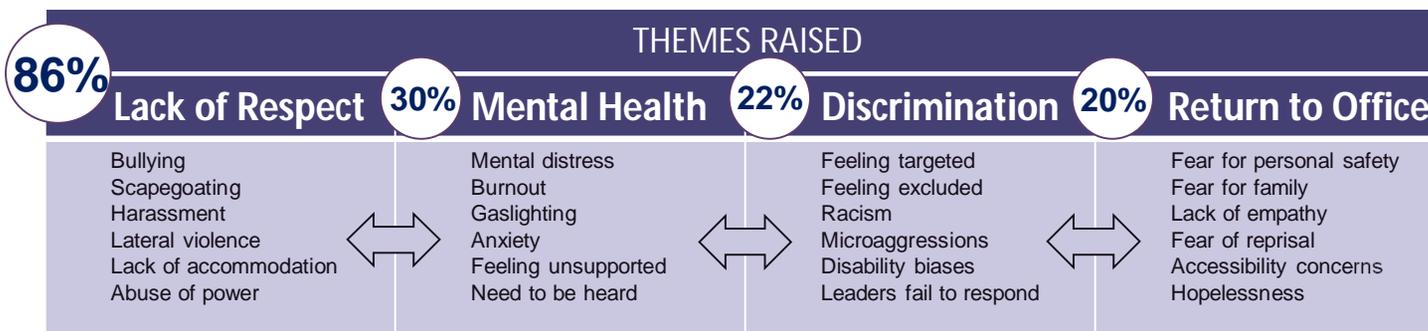


Ombuds First 100 Days: What We Heard

Since Fall 2022, I have had the great honour and privilege of meeting with individuals and teams across ISC and holding space with humility and compassion for truth telling, in a way that is trauma and resilience-informed. In addition to building capacity to support the Office, we acted to establish the Inclusion, Diversity, Equity and Accessibility (IDEA) Secretariat. This page represents what I heard during my first 100 days.

People First. Our Promise to You.



We can do better together. Lead change through actions by:

Self-reflecting	Supporting	Being intentional	Using compassion
<ul style="list-style-type: none"> ➤ Acknowledging and self-reflecting on our own behavior ➤ Attending and promoting Cultural Humility Dialogue sessions 	<ul style="list-style-type: none"> ➤ Raising awareness of mental health resources within your teams ➤ Encouraging employees to bring their authentic selves to work ➤ Referring to the Employee Resources Placemat 	<ul style="list-style-type: none"> ➤ Adding respect objectives in Performance Management Agreements ➤ Promoting Departmental Inclusion, Diversity, Equity and Accessibility (IDEA) initiatives and networks ➤ Identifying strong voices to act as champions of IDEA within your teams 	<ul style="list-style-type: none"> ➤ Listening with compassion, empathy and understanding ➤ Employing flexibility in applying directives ➤ Keeping top of mind: GBA+; the Call to Action on Anti-Racism, Equity, and Inclusion; the Many Voices One Mind Action Plan; and the Accessible Canada Act

What's Next

- Increasing engagement
- Encouraging data-driven strategies that embed IDEA and support employee networks
- Ombuds Annual Report (Fall 2023)

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Canada

