

Government of Canada Equity, Diversity and Inclusion Conference 2022

Agenda

October 27, November 3, 10 and 17, 2022

Description

Building an equitable, diverse and inclusive public service is both an obligation and an opportunity we all share. The [Call to Action on Anti-Racism, Equity, and Inclusion](#) sets common expectations for leaders across the public service to take practical actions that will be the basis for systemic change.

This annual conference will highlight the work done by government departments in response to the Call to Action on Anti-Racism, Equity and Inclusion. The event is comprised of 7 separate sessions, scheduled each Thursday from October 27 to November 17, 2022.

Participants will discover the tools, resources and strategies available to foster an inclusive workplace as a standard business practice and ensure that federal programs, policies and initiatives are responsive and reflective of the diverse needs of all Canadians.

This year's topics include:

- Implementing the Call to Action
- Talent management
- Mental health in the workplace
- Integrity, accountability and EDI (equity, diversity and inclusion)
- The federal anti-racism framework
- Strengthening diversity and inclusion practices

This conference is presented by the Canada School of Public Service, in partnership with the Privy Council Office, Statistics Canada, and the Treasury Board of Canada Secretariat.

Registration

By registering for this conference, participants will be registered for all 7 sessions. However, each participant is free to attend only those that interest them.

Session 1: Symposium on the Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service

Date and time: October 27, 2022 | 1:00 pm to 4:00 pm (ET)

Since the release of the Call to Action on Anti-Racism, Equity, and Inclusion in January 2021, public servants have developed leading practices and unique approaches to advance anti-racism, equity and inclusion.

This first session of the Government of Canada Equity, Diversity and Inclusion Conference 2022 will focus on key areas to accelerate efforts, multiply promising practices and strengthen our commitment to the Call to Action as the public service moves forward on increasing the representation of Indigenous, Black and other racialized employees and creating a culture of anti-racism, equity and inclusion for all public servants.

The Clerk of the Privy Council and Secretary to the Cabinet, Janice Charette, will set the stage for a robust discussion amongst a panel of public service and private sector leaders in advancing anti-racism, equity, and inclusion, followed by breakout conversations in the following areas:

- promising practices in recruitment, retention and career development
 - moving the dial on belonging, trust and inclusion
 - defining success, establishing clear representation and inclusion goals, and measuring results
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Session 2: Talent Management: Building the Future of the Public Service

Date and time: November 3, 2022 | 10:30 am to 12:00 pm (ET)

Specific talent management practices promoting opportunities for professional growth among equity-seeking employees are required to equip the public service with a diverse workforce

This second session of the Government of Canada Equity, Diversity and Inclusion Conference 2022 will provide concrete examples of ways to improve diversity at all levels of the public service, including the development of meaningful performance management agreements, learning opportunities to combat unconscious bias, and the promotion of resources to foster personal growth, such as mentorship programs and sponsorship initiatives. Participants will learn about barriers to building a diverse workforce.

Session 3: Mental Health: Workplace Aggression, Bystander Intervention

Date and time: November 3, 2022 | 1:30 pm to 3:00 pm (ET)

Workplace aggression can have profoundly damaging impacts on mental health, particularly for members of equity-seeking groups. This third session of the Government of Canada Equity, Diversity and Inclusion Conference 2022 will share how workplace aggression has impacted their mental health and provide participants with recommendations on ways to identify, address and prevent aggression in the workplace.

Session 4: Creating a Culture of Integrity and Accountability in Upholding Equity, Diversity and Inclusion

Date and time: November 10, 2022 | 10:30 am to 12:00 pm (ET)

Creating a culture of integrity and accountability in the workplace is a central objective of the Government of Canada. It requires constant attention and ongoing commitment from all public servants. This fourth session of the Government of Canada Equity, Diversity and Inclusion Conference 2022 will offer best practices for holding individuals and teams accountable in upholding the goals of equity, diversity and inclusion (EDI) in order to create and maintain a safe and healthy work environment.

Session 5: The Anti-Racism Framework for the Government of Canada

Date and time: November 10, 2022 | 1:30 pm to 3:00 pm (ET)

Are you familiar with the anti-racism framework being developed for the Government of Canada? What about the Black-centric lens? This fifth session of the Government of Canada Equity, Diversity and Inclusion Conference 2022 introduces the anti-racism framework through a series of customized corporate and policy tools developed by the Federal Anti-Racism Secretariat at the Department of Canadian Heritage, as well as the Black-centric lens, developed within Employment and Social Development Canada. These tools were created to help federal employees better understand the intersectional experiences of racialized people and of people belonging to religious minorities across Canada. They also allow public servants to incorporate an anti-racist perspective into their work. Panelists will give an overview of how the framework and the lens were developed and highlight specific ways these tools can benefit the work of all federal public servants.

Session 6: Navigating Faith, Spirituality and Religion in the Workplace

Date and time: November 17, 2022 | 10:30 am to 12:00 pm (ET)

Religious literacy, our knowledge of and ability to understand religion, is integral to a workplace that is equitable, diverse and inclusive (EDI). This sixth session of the Government of Canada Equity, Diversity and Inclusion Conference 2022 features a panel discussion by individuals from various faith-based employee networks, who will share their experiences and ideas on how to overcome our misperceptions, implicit stereotypes and unconscious biases about religious minority groups in the workplace.

Session 7: 2021 Census Data, Including “Portrait of citizenship and immigration in Canada, Ethnocultural and religious composition of the population”

Date and time: November 17, 2022 | 1:30 pm to 3:00 pm (ET)

Census data is a crucial part of the development of sound public policy and programs at all levels of government. Over 98% of Canadian households responded to the 2021 Census questionnaire despite a number of unprecedented obstacles, including a global pandemic, floods, fires and other challenges.

This seventh and final session of the Government of Canada Equity, Diversity and Inclusion Conference 2022 explores the findings of Statistics Canada’s February 2022 census data release related to citizenship and immigration, ethnocultural and religious composition of the population, and mobility and migration.
