﻿Événement de clôture de l'été de l'OEÉSH /EOSD Summer Closing Event: QVBV-4132 - cfp.diversiteetinclusion-diversityandinclusion.psc@cfp-psc.gc.ca

Participant: Wordly on Microsoft Teams [WOMT] English (US)

Wordly.

I available today.

My colleague is going to post the information in the chat, and you can click on the link and you can access translated captions or simultaneous interpretation through this software.

So please open the link and set your preferences if that is something you would like to use.

Switching to French.

We have Wordly and for this event, my colleague will post the link in the chat room or chat.

If you want to access subtitles or simultaneous interpretation, click on the link that was shared and you will see the instructions.

How can we do it then?

We will now switch to English.

So Hello everybody!

The other provide an official welcome to our last event of 2025 for the UST Summer program.

I cannot believe how fast this summer flew by.

It was definitely filled with a lot of things, so I'll maybe introduce myself really quickly in case somebody on the call hasn't met myself yet.

My name is Camilla Dasgupta.

My pronouns are she and her, and I work as an HR advisor for the Public Service Commission on a team called the Diversity and Inclusion Center of Expertise, and my main responsibility is program design and implementation for USD.

So I've said it before, but I'll say it again, I have a very fun job and I enjoy it quite a bit.

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

Switching to French.

Donc merci, Camilla pour ceux

Haven't met me yet.

My name is Sylvie Laliberté.

I also use the pronoun she.

I work at the Public Service Commission like Camilla, in the Inclusive Recruitment Division, Outreach and Regional Engagement.

My main responsibility?

Well, I'm a project officer, and then I support two teams.

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

So I'll be your co-presenter today for the session.

Your body.

In French.

So, now we're switching to English.

OK.

So today is event

Opportunity to sort of bring our summer work term season to a close.

We know a lot of you may be finishing your contracts and possibly returning to your studies in the fall, or maybe taking on other types of part time jobs.

So with the help of Leah, who's a former USC student, and the help of Michael, who's a current USC mentor, we are going to take some time today to leave you with some valuable information on sort of what comes next, and possibly also have a little fun by testing your GC knowledge if we have time.

So that's sort of what to expect for today.

We'll go to the next slide, Laura, because similar to our previous events, if you've attended them before, we do like to open in a good way by doing a territorial acknowledgment in the form of 20s of silence.

So during these 20s of respectful silence, I do 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, and maybe thinking about what efforts you can make in your everyday life to sort of work towards decolonization, you know, bring awareness into action and make an impact on the on the area that you live.

So we'll start our 20s now.

Okay.

Thank you everyone for your respect and participation.

We will switch to French now.

Knows

And a few basic rules before you start, we ask you to.

To remain muted while the presenters speak, in order to limit distractions and background noise.

We also want today's session to be interactive, so you'll have a chance to ask questions or make comments.

We will now switch to English.

Alright.

And I'm just going to mention again

We do have weirdly AI software available, which can translate your subtitles or provide simultaneous translation aloud.

The nature of our event today is going to be primarily in English, just due to our linguistic capacity.

So if you're someone that's looking to receive the content in French, then we do encourage you to open up wordly, set your preferences and sort of start receiving that information in a way that works best for you.

So please do take a moment now to click on that link and I'll give you about 30s to everyone.

A little bit of space to actually open it up and and click your settings.

Now.

Okay, so we get to the fun part.

Now I'd like to take some time to let you know what to expect for our last event of the season.

First, we are very lucky to have Leah Plomp returning to us to speak to you today.

She is a former USD participant that has now graduated and she's working with Global Affairs Canada, and she's joining us today to provide us with some of her perspective of what it was like being a student in the government of Canada and sort of what she's looking ahead to now as she's graduated and building her career.

So in a moment, I'll introduce Leah to get us started.

But I'll also let you know that after Leah, we have Michael Mohammed, who is joining us.

Michael is a long time mentor of the USD program, and he is going to be talking to us today about interviewing with confidence, so we can look forward to hearing from Michael in a bit.

And then next after Michael, you'll be hearing from myself and my co-host Sylvie.

Sylvie and I are going to talk a little bit about what options are available to participants who would like to continue with the mentorship program, and then lastly, if time permits, we might be short on time, so we might not be able to do that.

But if we have time, we're going to see if we can have a little bit of fun together by playing some trivia to see a little bit about maybe what you've learned this summer, and maybe take the opportunity to learn a bit more before you finish your terms.

Switching to French.

So about. La la

A former participant of the Western Program who has now completed her studies and is working at Global Affairs Canada.

Join us today to share her perspective on her experience as a student with the Government of Canada.

We are very happy to have him with us today.

Then, after Léa, we welcome Michael Mohammed who

The program is a Michael

How to conduct interviews with confidence.

So it could be very interesting.

Then, Camilla and I will talk about the possible choices for participants who wish to continue their involvement in the mentorship program.

And finally, if the weather permits, we want to do a little fun activity.

We will do a little quiz about the Government of Canada, to test what you have learned this summer, and maybe even learn a little more by the end of your employment contract.

So that's the plan for our meeting today.

We will now switch to English.

All right so that's your kylia. We're very

To welcome you to the stage to share with us now.

Thank you.

I'm very happy to be here.

Hello, everyone.

Bonjour.

I am a middle aged woman.

I use she her pronouns.

I have orange hair, I'm wearing glasses and I'm also wearing a pink shirt.

I want to acknowledge that today I'm in the Okanagan.

Area.

The Okanagan people are the traditional custodians of the land on which I'm an uninvited guest.

And I also just want to acknowledge my digital presence in the traditional and unceded territory of the Algonquin and Anishinaabe people, past and present.

I will predominantly be speaking in English.

I am working hard on my French skills, I promise, but they still need some work, so please bear with me.

There's a little bit of French, but not nearly enough.

So I am going to talk in French now.

Gervais. Francais.

No, I'm not actually sorry.

I read my speaking notes. Wrong.

Apologies.

So one thing I wanted to touch on is, you know, we're all we've all done a great thing at disclosing our disabilities.

Before I applied to the Government of Canada, I spent a long time trying to decide if I wanted to disclose my disabilities.

I do live with invisible ones.

I was nervous from past experiences that it could negatively impact my career, but in the end, I did decide to disclose and for me, it was definitely the right choice.

That allowed me to find this community and take part in the employment opportunities for students with disabilities.

The fears that I had about disclosing my disability, they did dissipate with how welcoming my team was, and also how welcomed I felt after my first.

I'm going to say the word welcome again.

Welcome event with iOS or iOS.

Now I'm going to speak in French.

I'll say program.

Les Étudiants

Made me feel that I was going to be part of a community.

If you return to

C2 Travancore

To my. When you're a student

Encouraged to participate.

On call. La

Events with the Employment Opportunity

With disabilities.

I'm going to go back to English.

Gervais en anglais.

Encore.

And I apologize for the mangled French.

So I wanted to also go over some lessons that I learned that I wanted to pass on to you guys today.

And if they fit for you, that's great.

Take what works for you.

Leave what doesn't.

One big thing that I learned was that it's really important to ask for the help that you need.

I used to think that asking for help meant that I wasn't trying hard enough, and I used to spend a tremendous amount of time trying to find the information for myself first.

And I still do that.

I am still a big self-starter, and I do search for answers before I reach out to other people, but I spend I manage my time a lot more now.

And do reach out for for help sooner.

I learned that this was a way of advocating for myself.

You know, whether I needed extra time.

I work from home, so I don't need a quieter space, but I have visited the office and I recognize that that is something I will probably have to ask for in the future.

And sometimes I really do need a lot of clarity, because I can take things quite literally.

And and sometimes they aren't meant literally.

And I realized that this wasn't a weakness.

It was a strength.

I was able to then grasp a lot more details.

It can also help you find out, like where you fit and it can help you find your people.

The other thing I wanted to mention is that our experience is valid.

Your experience is valid.

There were moments that I kind of felt like maybe it wasn't the right place for me, especially when my way of learning looked different than.

Maybe the way other people had learned.

But in pushing through that and pushing through anytime, I felt overwhelmed, I learned that my disability isn't a barrier.

It is part of the diversity that makes our government stronger and keeps Canada well represented within it.

So please keep sharing your ideas, keep gaining your experience, and keep seeing value in your experience.

I also wanted to touch on the importance of networking and building a support network.

It can be really powerful, as you know, from participating in these events, to connect with people that can understand your journey.

Having gone through the mentor process with this program, I have had three amazing mentors and just being able to talk with them, share my experience with them, hear their experiences and have that shared understanding that you know you don't always have with other people.

If they don't maybe share a disability or haven't gone through the same struggles.

Having people who just get it can make a huge difference.

And also just networking where you build genuine connections with people.

You would be surprised how many people actually want to help and support you build your career.

And it just takes some time and some effort to get to know them.

It can be super scary to put yourself out there, but it is well worth it.

Virtual coffees are definitely your friend, and even if you are going back to school after this semester, don't be afraid to reach out to departments that you're interested in, people that you're interested in working with or for one day, or learning about their files and having information interviews with them.

A lot of people are really happy to talk about their work.

And, you know, in this way it takes the pressure off.

You're not necessarily looking for a job with them right away, but you're getting to know them and connecting with them.

And you know what?

Every time you do that, celebrate it, celebrate all of your wins.

Anything that you do that takes a step forward is a is an accomplishment and should be celebrated.

And then I also kind of wanted to talk about.

And I struggled with how to word this a little bit.

But you know, we are kind of through a bit of a different time in the government right now.

And I know for myself I'm working part time at the moment and it kind of feels like opportunities don't really exist, but they do.

They are out there.

The biggest thing is just to keep trying, keep checking GC jobs, keep checking for pools that you can get into.

I frequently use that posted within the last 24 hours, filter on GC jobs and I check daily and I just see what else is there.

I also have the saved search of the classifications that I would like, and I get the emails.

You know, it's like once a week now of new jobs that are posted, but they are there.

They will come back.

Just don't ever stop trying.

Focus on networking and look up the jobs you want and find creative ways to build the experience that you need for them.

I recently applied for a competition, and I found it quite interesting that most of my answers to the Statement of Merit criteria, the screening questions, came from my volunteer work, not my actual work experience that I've had with the government so far, and that made me realize the value of the experience outside of government as well.

I know a woman who wanted a job in government and she lacked leadership experience, and so she went and she volunteered with a racing organization, and she built those skills.

And a year later, she was able to compete for the job that she wanted.

So don't discount.

Finding creative ways to get the experience that you need to maybe keep your foot in the door wherever you are in your journey, just remember that you do belong.

Your voice matters, and just keep learning and keep connecting and keep showing up and it will work out.

And that's all I've got today.

I'm happy to answer any questions and please feel free to ask questions in French as well.

Thank you.

So great Leah.

Thank you for sharing.

That was really candid and I, I really a lot of what you said sort of spoke to me as well.

Like I always say, you don't get if you don't ask.

So you have to sort of overcome that fear of asking.

And then people will surprise you with how willing they are to, to give you the help that you're asking for.

I also really like informational interviews.

I've never heard that before.

I will be stealing that from you and using it, because it's a really great way to kind of describe the interaction that you can have with people where it's just like, I just want to talk to you.

I just want that download of information.

I have some questions to ask.

And again, people are will surprise you with how willing they are to to jump on a call with you.

So thank you for sharing and also for addressing.

You know, the sort of future of of job opportunities right now.

I think a lot of people have that on their mind.

So it's important to speak about it when we have the chance.

We do have a question.

I think Alana would like to to ask you something.

Leah.

Alana, you're welcome to unmute. Hi.

Yeah, my name's Alana.

I'm an intern over at the Canadian Space Agency.

Yeah.

Just to echo, I really liked your comment about asking for help because I find I do something similar where I'm over independent, and I find it really hard to figure out when to stop trying to find answers on my own and when to start asking for help.

I wonder if you have any tips to navigate that, because I also find it a pet peeve when people ask me right away, instead of just doing a quick search where it's an easy question.

So what point do you stop and stop, reflect and be like, hey, I should ask someone, thank you.

That's a really great question.

And it's it's fluid.

It moves daily.

It kind of also with how much frustration tolerance I have each day as well.

But generally what I started doing is it it depends on who I'm asking.

So there are some colleagues where I have relationships with them where I can just say I have already been looking and I can't find this.

And, you know, apologize is like if it's super obvious or I don't even need to apologize with some of them, but I have some where I've built that relationship with them, and then I have others where I know that they are super busy.

And so once I've gathered enough information to say I have looked here, here, here and here, and I've found this and this, and I'm still confused about this, that seems to garner a more positive response and a more eagerness to help with those that are like super busy and it just it depends on the person I'm approaching and and and what I'm capable of each day too, because sometimes I'm, I feel like I've got more room to search a bit more.

And then other times I, you know, we all we all get frustrated pretty quick sometimes too.

But.

Yeah.

And then depending on the person I'm approaching.

So I, I hope that's helpful.

Oh no that's super helpful.

Thank you so much.

Yeah.

Maybe add to what Leah said because I, I struggle with that myself too.

Alana I sometimes I, I sometimes take a little bit too long to ask and sometimes my guardrails typically are, am I wasting more time by looking like sometimes I'll get to a point where I'm like, oh, now I'm just wasting more and more time by still continuing to look, and it's clear that I can't find it.

And then the second.

So that's sort of my guardrail to be like, okay, now's the time to ask.

And then I think Leah mentioned it, but it's oftentimes when I that moment where I do go to ask, I'll try.

I'll try as much as I can to sort of be like, this is where I already look, so that you're sort of giving them a sense for what you've done and where you've looked, because then they can say like, oh, well, they already looked there and it's not there.

So now I'll take them to this other area to find it.

So that's just, I guess, me adding adding to the conversation a bit.

That's what I'll do.

Thank you so much for the feedback.

Are there any other questions for Leah?

All right.

Well, we have Leah on the call for the next 40 minutes.

She'll be around.

So if you do have more questions, feel free to type in the chat.

And then we might have a bit of time at the end as well to to speak to Leah.

But for now I'll keep us moving.

So thank you so much Leah for joining us.

I always really enjoy hearing from you and having you with us.

I miss you being in so it's an excuse to bring you back.

So thank you again, Leah.

And I think it's time for Michael to come on and and join us.

Michael is with us today to speak about interviewing with confidence.

So over to you, Michael.

Bonjour.

Tout le monde.

It's just we, Michael Mohammed Gervais, continue on

If you have any questions in French, at.

You can ask questions in French and I could answer in French as well.

I will talk about it now. That

Hi everybody.

I'm Michael Muhammad.

I am the acting director of policy, legislation, legislation, outreach and engagement within the Chief Data Officer Office at the Treasury Board of Canada Secretariat.

And I'm going to break this up into three sort of sections in terms of what to do before the interview, what to do during the interview.

And then I'll talk very briefly about what to do after the interview.

And I'm going to talk about preparation and sort of what to do in order to keep the interview on track and to make sure you're prepared and ready, because I find personally that that's the best way to maintain confidence and to be to feel.

If you feel ready for something, you feel like you've done everything you can.

Personally, I find that that's the best way to to to make you feel, to make myself feel confident during an event.

And then I'll try to leave a few minutes at the end for questions.

So the first thing I'm going to say, and this echoes a little bit what's been said before.

But once you apply for a job.

Be aware of how slowly things move and don't give up hope.

I joined the federal government many long enough ago that I'm not willing to tell you, and I applied for a recruitment program in September.

I was at home visiting my parents for Christmas when I got a phone call inviting me to an interview.

That was literally the week after New Year's.

I didn't have a jacket or a dress shirt or a tie.

I actually had to buy, like to borrow clothing from my father to go to the interview because I just, I wasn't prepared, I wasn't expecting to be visiting my parents when they were when I was being interviewed, and I wasn't expecting to be interviewed in Toronto.

And it was literally three months after I'd applied for the job.

And by the time I was actually in a position, it was 11 months, 11.5 months after I'd applied.

Things have not gotten better since then in terms of staffing timelines.

In fact, I just received an email from our HR unit saying that our staffing service standards had been temporarily suspended, so we have no idea how long it will take.

Between the time that we put staffing paperwork through to HR before we receive a letter of offer and things like that are going on everywhere else in government, don't lose hope and be patient when you apply.

So that's the first thing.

The next thing is that when you're called for that interview, make sure you know what it is that you're being interviewed for, and especially if you've been applying on jobs.

Make sure you know exactly which selection process it is, or I guess you wouldn't be called.

You'll be emailed at this point so you can look up the selection process number on jobs.

Look at the poster again, look at what the experience requirements were that you've already covered off in your application.

Probably look at the knowledge requirements that you need to cover off and the personal suitability, because those are the things the questions will probably be built around.

And so those are the things that you want to have in the back of your head.

When you take a look at the next thing that you should take a look at, which is your resume.

Remember all of the things that you've accomplished up until this point and everything that you've done right.

And and take a look at your resume.

Some people a little bit further along in their careers will create something called a work achievement record, where it's literally their, you know, their greatest hits.

In terms of I completed this project, it involved this number of people.

These were the deliverables, this was what was done.

And when it was done.

And so some people actually keep notes like that so that they have a quick thing that they can remind themselves of before they go into an interview, or before they go into a conversation with somebody who's potentially recruiting.

And that's a thing to consider doing as well.

In addition to having a thorough resume that explains explains all of the things you've done and all the things that you've accomplished.

The next thing that I would do before the interview is I would take a look at the key leadership competencies that are published on the Treasury Board of Canada website.

I wouldn't bother personally.

I wouldn't bother trying to memorize these.

I know there are people who do, and they try to make a point of dropping the vocabulary during the interview.

I think it's a lot of work.

I think it's a lot of stress.

I personally don't think it's worth it as long as you understand what's being looked for and how to and how to describe those behaviors to the interviewer.

And I think that that's helpful to keep in mind after you've looked at your resume, so that you can link what you've done and how you've done it to the key leadership competencies that are important within staffing processes.

And the Government of Canada.

And you can bring those things together when you're answering interview questions.

The other thing that I would say about before an interview is this is usually when I choose to disclose the disclosure.

When you disclose that you have a disability is different for everybody and it's different for your comfort level, and it's different for the level of stigma.

I'm blind, blindness is one of the disabilities that has been recognized by the Canadian government and internationally.

I would say for, and that is the least one of the least stigmatized types of disabilities.

So and it's also fairly visible, like I, you know, I walk around with a cane, I wear sunglasses because bright lights bother me.

And I actually need help doing things like managing my time when I'm interviewing.

So I'll often ask the interviewer to give me information about how much time has elapsed.

And that's my way of disclosing and letting them know that I need accommodations.

And once I'm hired, I will need accommodations.

If you have a type of disability that is more highly stigmatized or that is often questioned, I appreciate that you may not want to disclose until you have a job offer written and in hand, and there's nothing the employer can pull back from you.

And I understand that that's a personal decision, and that those choices really depend on the type of disability you've got and really depend on how comfortable you are and what sort of experience you've had with people responding to you in the past.

And it also, I think, has a lot to do with risk factors around how badly you need the job and how much you want to, how able you are or how much you're willing to risk getting the job with against building trust with your potential employer.

So there's a lot to think about there.

And that's a whole separate conversation that I've just sort of skimmed over.

But I want to acknowledge that that's different for everybody.

I choose to disclose before the interview.

You may not choose to disclose until after you've gotten the letter.

That is a respectable decision as well.

And that is an understandable decision.

Do what feels right for you during the interview.

Actually, this probably goes under before the interview as well.

Get a good night's sleep.

Seriously, I know it seems like a really simple thing, but like make sure you get eight hours of sleep if you can and that you're well rested and sharp and able to think on your feet.

On the day of the interview.

Try to avoid mind altering substances.

I shouldn't need to say that to a room full of adults, but I've interviewed people for like EC four level positions where I've come out of the interview and I've turned to the other person in the interview with me, and I've said, is it just me, or did they seem like they were stoned?

And, you know, that's a good way to not get a job.

So like, and I'm not saying this, you know, I'm not saying this to this group for any particular reason other than that I've been in interviews where I've interviewed people in the past, and it's happened to me at least 2 or 3 times over the last 2 or 3 years where I've interviewed someone and I've wondered what they've been on, when they've been answering questions, because some of because some of the way they've answered some of those questions.

So like just I'm going to say it now.

Go into the interview.

Sharp and clear and able to move.

Able to think.

And as clearly and as flexibly as you can.

On the day of the interview, I know that some I like to fidget as well.

I have various things that I fidget with.

Make sure that whatever you fidget with doesn't make noise.

Make sure you're not ruffling rustling papers, or doing other things that would potentially distract the interviewer so that they're listening to whatever your background noises are, or don't have any background noises in general.

Find a quiet place.

Find a place that has.

You know, if there are relatively neutral conversation starters in your background, that's fine, but find a quiet place where the lighting is good and we're your interviews won't be distracted and where you won't be distracted, so that that way you can focus on the interview and your interviews can focus on you and the great answers that you're going to give.

Don't be afraid to take some time to think about an answer before you respond.

Back before Covid, what used to happen is you would show up in an interview room.

You would have 25 or 30 minutes to look at a quick interview questions before you were asked, before you were given the interview questions, and so you would have time to prepare.

And that doesn't always happen with virtual interviews.

Now.

So if you don't have time and you think you need time to to plan out your responses to questions, don't be afraid to ask for that.

As an accommodation, because it's a thing that we used to do for everybody back in the day.

And if it makes you feel more confident, more comfortable, don't be afraid of asking for it.

And and seeing how the interviewer responds.

Or if you're in an interview or and you need a second or two to organize your thoughts, don't be afraid to say, I need a second.

Be aware of the star method when responding.

I think this is probably the single most important thing that I'm going to tell you, and I apologize if you've heard it before, but it is important.

Organizing responses around situation, task, action, response.

And some people use start situation, task action response, takeaway.

So the situation is the context of where were you working?

What was important about this big project?

The task is what part of the project did you have?

What was assigned to you?

The actions are what did you do and how did you do it, and how you sort of frame those actions really depends on the level of position that you're applying for.

I no longer talk about what I did.

I talk about what I delegated down to people.

But I can certainly think of jobs earlier in my career where I'm specifically talked about like, what references did I work through when I was doing research?

How did I organize my recommendations to senior management?

What how did I structure the business case?

Like really simple, straightforward things like that in entry level positions.

Those are things interviewers are going to want to see.

The response is what happened afterwards?

What were the consequences of your actions?

Did the business case get approved?

Did finance have a lot of questions about the Memorandum to cabinet?

Did you improve call center response times because you were really good at handling calls?

Did you improve sales in the retail job that you had before you joined the government?

Were you employee of the month at some point?

And then the takeaways are potentially things that you learned.

If you have time to discuss this, and if you think that you've got an opportunity to show sort of what you've learned and what you would do differently, or if that's part of the interview question, or if you think that that's one of the the that would respond to one of the personal abilities that are in the job poster.

So that's sort of where.

What I would talk about in terms of, in terms of what to do during the interview and how to make that interview effectively structured.

Watch your time, which is something that I'm not doing right now because I'm pretty sure I'm already, over time, try to break up the amount of time that you've got for the interview so that you spend a set amount of time per question, but at the same time, don't be afraid to go back to questions.

If you think about something towards the end of the interview and you think it's important, and make sure that you answer the question, I remember there was an eq5 once a DFO that I applied for, and I got screened out because during the interview I focused on all the research I did and I didn't focus on how I made recommendations to senior management or what their strategic impacts were.

I was all about the project, and I wasn't about what I told my director.

And because of the question was discuss a project where you did research and made recommendations.

And I focused on the first half and not the second half.

Doesn't matter if I was capable of making recommendations, it doesn't matter if I demonstrated that someplace else in the application process.

They had a lot of applicants.

They were looking for excuses to screen people out, slice I was done.

So focus on the question.

Make sure you frame your response around the question.

Make sure you bring with you to the interview things that you're asked to bring with you to the interview.

If that's a reference sheet, then bring a reference sheet to the interview.

If you're not asked to bring a reference sheet to the interview, think ahead.

Email your your referees.

Let them know that you may potentially be asked for references and double check with them that they're in the office, that they're in a position to respond quickly, and that they're still happy to give you a reference.

Don't use a reference from five years ago.

People do this to me occasionally.

There's one person who I worked with, like pre-pandemic back in 2017.

I still get emails from her saying, hey, can I use your reference?

We worked really well together.

It doesn't look good to a hiring manager when your reference is 7 or 8 years out of date.

Excuse me.

So try to use relatively current references.

If you're getting along with your manager and your director and whoever else is in your in your management chain, that's really easy.

If you're not, talk to a client, talk to somebody horizontally.

Talk to the manager who you know, who you use as a mentor.

Talk to somebody else who you've interacted with recently, who's willing to or coworker who you trust.

This is I know this is a problem.

And it's probably a, you know, a problem for those of us with disabilities, especially if we're in challenging work environments, because we are, I realize, more likely to have difficult work environments and not to get along with people for a variety of reasons.

So think laterally and think creatively about who your references are to make sure you've got recent references.

Who can say great things about you, and who can talk up the fact that you just need an employer who's going to treat you appropriately and give you an opportunity to shine.

Because that's that's why you're here.

That's what you're good at.

After the interview, don't be afraid to think the interviewer.

Don't be afraid to say to send a really quick email saying, thank you for taking the time to talk to me.

Let me know if you need anything else.

If you've been asked for references or if you've been asked for a writing sample, make sure you get those things to your interviewer quickly.

If you've been asked for references, make sure that your references are available and that they're able to respond quickly.

There is nothing worse than wanting to hire somebody and not being able to find their references.

Other than that it gives me, as a hiring manager, the nagging suspicion that those people don't have anything nice to say.

And so therefore they're not saying anything at all.

And again, remember that these things take a long time.

Sometimes you'll be interviewed and it can literally take years before you get a job offer.

I.

I'm again, right before I stop, I'm going to give you one example.

In 2016, I was living in Yellowknife and I interviewed for a PC for job in Vancouver.

I didn't get an email about that job.

I made it into the pool.

I didn't get an email about a job in Vancouver until 2018, and at that point I was already in S7 and I looked at I looked at the job offer and I was like, thank you, you can remove me from the pool now, but sometimes it takes a long time, and that's not because of you.

It's because we are a large organization.

We are a slow moving organization, and sometimes staffing processes are anticipatory or they get held up for things like the the cuts that are currently occurring or for other reasons, because there's an internal reorg or somebody is on leave and somebody else doesn't have time to finish the staffing process.

And so don't assume that extended silences have anything to do with you.

But at the same time, don't be afraid.

If you haven't heard for a couple of months to write the HR advisor and say hi, I applied on this selection process.

I'd really like to know when I can expect to hear more.

So don't be afraid to speak up for yourselves.

Way over time. So I'm going to stop there

Helpful.

Feel free to ask me any questions that you've got.

I'm going to be here for the rest of the hour as well.

Yay!

Good.

Michael, we gave we gave it over to you late anyway.

So you were you were allowed to take your extra time.

Thank you.

That was that was very enlightening.

I feel like I was hanging on to a lot of the words that you, you were saying and shared with us.

Because as someone who's done a few interviews myself, these are still really good reminders.

I personally like picturing you wearing your dad's clothes for one of your first interview, because that was a very fun anecdote, and it seems like you pulled it together very well.

And then I also just want to mention how important it is you sort of talking just about how slow the processes are, because it is something that I think is quite startling for people who aren't used to it.

And it can be very demotivating.

So it's just so important to sort of hear your perspective on that and then just be able to kind of manage our own expectations when we're applying to positions.

I know I always say to students, you know, you're applying, you can't really apply for a job in the government that you that you need tomorrow because it's not going to happen tomorrow.

So setting yourself up in a way where you know, you you can maybe expect the job in six months sort of thing.

And I know we don't all have the luxury, but at least sort of managing your own expectations.

Yeah.

Go ahead Michael.

Really quickly Camilla the fastest like literally the fastest I have ever run an external process has been four months.

Yeah, that is quite lightning speed.

Yeah, that is fast for government.

But it goes to show you that that that is the fastest.

Right?

It does take a lot of time.

And then I think before I think we've got Alana who has a question.

But before I send it over to Alana, I just want to say one more thing to you, Michael, is that it was really refreshing to hear you speak about sort of the timing on on when someone might choose to disclose, because it really does vary based on the person.

And I think your words around sort of the different level of stigma that you can experience based on the different disabilities, as well as maybe like the history that you carry with yourself based on previous exposure, really all plays a part in the equation.

On deciding when to disclose or not.

So those are really important words, and I'm glad that you shared them with the students today.

Alana, we're let's let's invite you to the stage again.

If you'd like to ask Michael your question.

Oh yeah, that was the perfect segue into my question.

Yes, it was about disclosing your disability during the interview process.

Anytime I've applied to a position with the Government of Canada, there's always been an optional page and you can self-identify.

So it's like just a yes no.

Like, do you self-identify as a woman, a person of color or and then there's always one.

Do you identify someone with a disability?

I've always answered these questions.

Does the person interviewing me ever see these answers?

I've always walked into an interview assuming they already knew I had a disability.

Or is this not the case?

So they have access to that information?

What happens is we get like literally like sometimes it's literally like 4 or 500 pages worth of printout.

That's the way it was before Covid when we were all in the office together.

Your application, like your whole job application, is turned into a PDF file, which is often printed out by people in selection processes and all of your answers to all of the questions, like your personal profile, whether you've declared as having a disability that optional page in terms of details are not.

I don't recall that page being there in terms of the specifics of the disability.

It just it ended the the the profile indicates whether you've declared it as being a member of each of the employment equity groups, whether you're a woman, whether you're an indigenous person, whether you have a disability or whether you're a visible minority.

And I think we get yes no's on those.

I don't think we get the specifics.

If I recall correctly, but at the same time, one of the things that I've learned repeatedly over the course of my overly long career is that a lot of people in government don't read everything.

And that's what I was going to say.

Yeah, yeah.

So just because you've declared and like there have been situations where I've declared in the application, I've put it in the email notes, the HR person, and then I show up for the interview and the admin assistant who's running the organizing the interview.

Nobody's told them.

So they don't know that they're dealing with somebody who can't read the question sheet that they've just handed me.

And I'm like, I need somebody to read me these questions so that I know what they are.

And they're like, what?

So you can say it over and over and over again.

And I, I again, I choose to declare early and declare often, but at the same time, I'm also in a position where.

I'm, you know, I'm a substantive X7 and I don't really you know, I don't I'm not worried about my next job.

So I've got very little risks declaring.

And that's not necessarily the situation that any of you are in, because you're all students looking for your first full time job and looking to, you know, to stay in that job past the probationary period and to get on indeterminately.

So it's a very different situation.

It's really easy for me to say I, I disclose all the time, especially because, again, I have a fairly, you know, fairly I mean, it's still stigmatized, but I have a relatively low stigma disability relative to the way people respond to some other disabilities and relative to like, I have another I have a friend who's a manager who has post-traumatic stress disorder and is dyslexic, and she gets grilled by labor relations all the time for things that she's already disclosed.

And it's atrocious.

Whereas that doesn't happen to me because I've got, you know, I've got a physical disability that's relatively easy to understand.

So I completely understand that the experience is different.

Sorry, I'm getting off way off on a tangent.

No, this is good.

I'll just add to for your question, Alana, just to sum up, I think what Michael said is basically the interview panel have the information you've self disclosed, you've answered those questions.

They they in theory have the information, but whether or not they've read it or even like absorbed that information and remembered it is a whole different matter.

And I've seen it.

I've definitely seen it in interview panels where someone's self disclosed as a person with a disability, as the HR advisor.

I'm like really aware of that because I'm screening people in and I'm the one sort of in charge of the paperwork, but the manager sort of shows up.

They, you know, get the name of the candidate, they ask their questions, and then they call it a day.

So even if the manager has been told that or given that information, they don't necessarily know or remember it.

So it's sort of like a delicate game.

You don't necessarily want to assume they know, even though you've self-disclosed, but you also don't necessarily want to self disclose again in the interview, because that's not necessarily a pleasant thing for you either.

But so just sort of understanding that it can, can, can really vary.

And then this might be going into the semantics a little too much.

But I personally don't don't choose to self disclose unless I think there's something in it for me.

So if I'm going in and it's a selection process that's only open to certain type of people, and I can say, hey, I'm going to get this opportunity because I fall into that category, then yeah, I might choose to sort of put my foot forward, but if it's sort of a, you know, an open selection process and anyone can apply and I don't really know if it's going to make a big of a difference, then I don't necessarily do that.

So it's also sort of thinking through kind of what it means to you and why you would do it.

And then just to add one more thing on that might be over complicating things, but the difference between self and self-identification is kind of a nuance in the government of Canada that we don't talk a lot at the beginning, but the self-disclosure piece is specifically if you're applying to a job, the self-identification piece is actually after it's once you've been hired.

And that's just pure data for our systems.

So we know our representation rates and that that is private.

So that isn't information that gets shared.

Nobody knows it.

It's like aggregate data.

And nobody is going to get that information.

Once you've been hired and you've self-identified, it's just the self disclosure information that gets shared when you're applying.

And I think Michael had something to add.

Yeah.

And I think Leah may have also wanted to chime in at one point.

So the other thing that I wanted to flag is that not all of your selection board members are actually there voluntarily all the time.

And this is something that I realize.

You assume that your interviewers want to be there.

Really, what happens is somebody needs to staff something and so they get their boss.

Some often they'll get their boss or they, you know, they are the boss.

So they rope in a bunch of other people who have to come to these interviews.

And it's like, you know, four hours out of my day that I'm not doing any work because I'm interviewing Es5's for this other person who is senior to me because my boss owes them a favor or because my boss wants them to owe him a favor or her a favor.

And so I'm in this room interviewing people instead of doing my own work.

And so I'll do the minimal amount necessary to get through the interviews and to provide the feedback that I need to provide so that I'm an active member of that selection process, so that I can run back to my office and do my own work again.

I'm using pre-COVID terms here, but like and that means that I probably wouldn't read the, the the application packet beforehand.

I remember once I applied for an A job and I was sitting across the table from these three people at Public Service Procurement Canada.

One of them kept sighing really heavily every time I answered a question, and I walked out of that room convinced I was never going to be hired by these people because they hated everything I had to say.

And then they called me 2 or 3 months later for an acting position.

And so.

I just, you know, one, you can't tell based on people's reactions how how you're doing and how well you're doing.

So you can't assume that they, you know, that they're reading the packet or even that they want to be there.

And three, again, just don't, you know, either be hopeful or if you can't be hopeful, just sort of walk away and think about something else, because it's really hard to tell based on the reactions of your selection board, how you're actually doing.

Yeah.

Yeah.

No.

Perfect.

Thank you so much for answering my question.

No, it was all really, really great feedback.

Oh, great.

I'm glad.

Elena.

I think Dagan wanted to add something as well.

Yeah.

And I think you, Michael and Camilla, you both provided great suggestions.

I'd just like to add one piece.

Is that the self-declaration process and the accommodation process are two separate things.

Right?

So just a reminder that if you self-declare and you need accommodation in the interview process or at any step in the assessment process, you may not receive it unless you ask for it.

So it's just a reminder that you you're entitled as applicants for accommodation at each step.

So in the interview stage, in writing the exam or even completing your application, there should be a contact at the bottom of the job poster on GC jobs of someone you can reach out to to address what accommodation could look like.

And if you don't know what accommodation you'll need, they'll help you figure that out.

We have a personnel psychology center at the at the at the Public Service Commission that would help identify what accommodation will look for you.

But a lot of student jobs aren't as structured as GC jobs applications are.

So for example, on if you get an interview request, it may not necessarily include information about accommodations.

So just remember that you have that right to accommodation.

So don't be don't hesitate to request it.

And you don't have to disclose your A person with disability to access accommodation, because accommodation is way beyond disability.

You can request it for religious reasons, family related reasons, etc. it's all the 13 grounds of discrimination under the Canadian Human Rights Act.

So I just wanted to plug that little piece in case you run into that issue with applications, just because processes can or even any student hiring can be a little bit of the the Wild West.

So just wanted to give you that tip to help support you.

Thank you so much.

And that was really useful piece to add.

So I'm looking at the time our our session is slipping away from us.

So I'm going to keep moving us along because Sylvia and I have a few things we want to share with you before the end, but I do just want to take a second to thank Michael again, because those are really insightful words, and we're really grateful for your time and all of the advice and guidance that you shared with us today.

There's a lot to think about in there.

So thank you so much, Michael.

So we're going to finish up today by just talking a little bit about your continued mentorship.

Laura.

If you're able to throw that slide back up when you have a second, that'd be great.

So in case some of you don't know all of our lovely mentors, Michael included in that have committed to being available to student participants of the ESD program for an entire fiscal year.

So this means you don't need to currently be completing a work term to access this component.

If you have completed a summer term, then you're able to kind of keep being mentored after those summer months.

So it's important to know that if you have developed a good relationship with your mentor and you want to continue corresponding with them past the year mark, that's absolutely possible as well as past your term.

So the main thing that you that you do need to do is just have these conversation with your mentor.

You know, if there's interest in continuing, make sure you provide contact information to stay in touch.

Let them know what you're looking for and make sure they're comfortable with it as well.

And just set that up for the two of you going forward.

It's also important to remember that mentorship can take many different forms, and it doesn't always involve meeting regularly, so it can be as extensive as meeting once a week or as simple as a contact available to answer questions on an as needed basis.

It's also, you know, it also really helps to know a few different people and that are maybe available to you to ask questions in lots of different departments, and that you can draw on different types of advice and expertise in a range of areas.

So with that in mind, there's still definitely time to acquire another mentor or a your first mentor.

If you haven't yet.

There's lots of mentors available so you can reach out to them directly, or you can fill out our matching form to have our team match you with someone who may be a good fit.

So just keep that in mind if you have another week or two in your work term, it's not too late to connect with somebody and and be able to receive some some advice and guidance.

My colleague is going to post a link in the chat, and then we're going to switch to French.

Now as Sylvie.

Camilla.

See

Don't forget, all of our wonderful mentors are committed and available to participating participants in the Deloche program.

They have committed to being available throughout the fiscal year.

Please note that it is not necessary to be currently on an internship or have a contract to access this component of the Western Program.

Once, even if your contract is over after the summer season and you have a good mentoring relationship and want to connect with your mentor beyond the one-year period, it's still possible.

It's important to have a conversation with your mentor if you want to continue, be sure to share your contact information in order to stay in touch.

Also, it is important that mentoring can take different forms.

You can meet on a weekly basis or simply meet as needed.

Do a simple follow-up to answer the questions that come to mind.

Also, it's helpful to know a few people, different people to ask questions for.

To benefit from different expert advice in different different fields, either so-called.

You still have time to connect with mentors.

We have many mentors like Michael, that Camila mentioned earlier, who are available and that you can contact directly, or you have the choice to ask us to make a match, and our team will try to find you a suitable person.

In fact, the link for the matching form has been published in the chat area.

So we are now thinking in English for the last word.

Okay, So

Back in at the end to remind everyone how to contact us.

So you'll see our email address in the chat in a bit as well.

I want to mention that your feedback is so valuable to our program.

For us to be able to evaluate the program and then improve it for next year.

So we do want to remind everyone that an USD summer programing survey was sent out to all of you on Monday, August 4th.

You should have received it in your inbox.

Your responses are really helpful to us, so if you can take the time to complete this survey before the deadline, which is August 29th, that would be great.

And I'll also remind you that you do have the option to provide feedback verbally as well.

Our lovely student Laura has sent you some emails about participating in small focus groups, so if you'd like to sign up for one of those, there's still time.

There's one scheduled for tomorrow and one for Wednesday, so please email us if you would like to join.

Switching to French.

Aujourd'hui

To share our email address with you.

Again, your feedback is extremely valuable and we love to have your feedback, your feedback to improve our program.

So we take the time to remind you that there is a poll that was circulated on August 4th.

Again, your answers are very helpful.

Fill out this survey before the 29th or.

And also, there is the possibility of giving one's opinion verbally by participating in small discussion groups.

There are.

There is a group planned, there is a group planned tomorrow and next Wednesday.

So, if you would like to participate, please email us.

So, I see that time is passing.

This officially concludes our last event of the Western Summer Season.

So a huge thank you to Léa, to Michael for being here today, for sharing their precious advice with us.

Thanks also to Camilla.

Laura is unsheathed for all the work they do behind the scenes for the Western program.

And finally, thank you to the Western participants of the Western Program.

This program is designed for you and it's without.

Serve.

Okay on posters.

Our last event for the summer Usdc season.

I need to thoroughly thank Leah and Michael for being with us today and covering so much important advice and guidance with us.

Thank you.

Thank you so much for everything you do for the program.

A big thank you to Laura and Dagan as well, for all the hard work they accomplished behind the scenes.

And I want to say a very special thank you to Sylvie, our French host, because unfortunately, today was her last event with USD.

She is accepting a very well-deserved promotion, but unfortunately, she's leaving a big Sylvie sized hole in our team and with USD.

And we're going to miss her thoroughly.

So I want to take a second just to.

To make sure everyone knows how much we appreciate her, all her hard work and being with us with USD.

Sylvie is a very amazing colleague, so we are so grateful for her.

And then lastly, a big thank you to all the students here today, all our participants, like Sylvie mentioned in French, this program is for you folks and we hope that you benefited from all of the events and the communications this summer.

We we wish you the best of luck in the fall season and with your fall pursuits for career advancement and with your studies.

So that's a wrap on our 2,025 USD summer program.

And thanks again to everyone.

Yeah, have a good rest of your day and be in touch with our team.

If anybody needs anything, send us an email.

We're always here on the other side.

All right.

Thanks so much.

By