



Tool 3: Federal Public Service: Diversity and Inclusion Lens¹

Adapted for the course *Enhancing My Individual Diversity and Inclusion Competencies at Work*

1. Respect the lived experience of diverse groups and individuals by:

- valuing and actively seeking different perspectives
- drawing on a range of perspectives at all stages of a process

Considerations

- How might our practices adversely affect particular groups? Are we providing the intended benefits?
- How can we further promote mutual trust, equitable treatment and non-discrimination in everyone's daily experience of the workplace?
- What other approaches can we try in order to reach additional groups?
- How can our staffing and talent management decisions create teams that are (more) diverse and inclusive, and that bring a range of skills, competencies, strengths and approaches to work?
- How can we ensure that diverse groups and inclusion are considered from the inception of a program, as opposed to adapting practices afterward for diversity? How can we integrate diversity and inclusion throughout the process?

2. Question our own assumptions

Considerations

- From where have I learned my assumptions? How can I ensure that what I believe is true to life?
- How do my own intersecting factors of diversity cause me to view other people and issues?
- How can we guarantee that the attitudes and norms of the organization and workforce do not limit options from being considered or prevent people from being involved and contributing?

¹ Joint Union/Management Task Force on Diversity and Inclusion (2017), Building a Diverse and Inclusive Public Service: Final Report, Treasury Board Secretariat website:

<https://www.canada.ca/en/treasury-board-secretariat/corporate/reports/building-diverse-inclusive-public-service-final-report-joint-union-management-task-force-diversity-inclusion.html>

(Accessed 23 Sept 2019). NB: *The comprehensive tool has been modified for learning purposes. Modifications have been made to accommodate participatory learning in CIL's on-line Virtual Campus delivery.*



3. Sharpen our inclusion skills and practices by challenging ourselves to undertake honest and multi-layered assessments

Considerations

- How can we keep ourselves up to date on new insights and data about diversity and inclusion, and about the lived experiences of diverse people?
- How do we integrate such learning into our practices and be accountable and transparent to our stakeholders and interest groups?
- How can we ensure that certain groups do not have an unnecessary burden or added duty concerning our programs?

4. Take actions to remove barriers to employment and promote inclusion

Considerations

- How can we further support inclusion, diversity, equity and accessibility? How can we engage others to help us find solutions to eliminate barriers, especially those that affect minority groups?
- How can we follow through with our commitments to these principles in all aspects of our work (for example, in staffing, promotions, retention, partnerships and procurement, and with suppliers)?
- How clearly do we demonstrate our commitment to an inclusive, barrier-free work environment that supports the well-being of all employees? How can we promote and publicize this commitment further?

Practice Activity: Inclusive Behaviour in Practice

Instructions:

Considering the context of GAC, apply the four areas of consideration of the Federal D&I lens in any two of the following areas?

1. “During Meetings” and “Event Planning”
2. “Interpersonal Interactions” (with those we consider ‘other’) and “Developing Organizational Processes, Forms and Training”

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	During Meetings	Event Planning
1. Respect the lived experience of diverse groups and individuals		
2. Question our own assumptions		
3. Sharpen our inclusion skills and practices by challenging ourselves to undertake honest and multi-layered assessments		
4. Take actions to remove barriers to employment and promote inclusion		

	Interpersonal Interactions (with others)	Developing Organizational Processes, Forms and Training
1. Respect the lived experience of diverse groups and individuals		
2. Question our own assumptions		
3. Sharpen our inclusion skills and practices by challenging ourselves to undertake honest and multi-layered assessments		
4. Take actions to remove barriers to employment and promote inclusion		