

EXCOM Verbal Update

Feb 24, 2021

Two items to brief you on today

Reactions from the virtual town hall yesterday – informally

Personally, I felt a sense of relief and inspiration from [REDACTED] yesterday is that as an activist dedicated to this cause for 7 years: she's still making mistakes, there is still lots left to do and she's not giving up.

I think this is a statement and feeling that we can adopt as we press forward

- **Positive Feedback received and impact**
 - “as always - amazing, amazing work and thanks to you and the team for putting that event together [REDACTED]. on TFWs, i really hope my entire management chain was listening and taking notes. a huge thanks from me in the trenches to you and your team as always”
 - “this was the best town hall by far”
 - “ I had the privilege of sitting in on your presentation this afternoon. Well done! I enjoyed that facilitated discussion. Some of it shocking. Some of it left me puzzled. Mostly, I felt encouraged, that after 21 years in the Public Service, maybe, **just maybe**, I will witness real genuine action to accompany the grand speeches and large gestures”
 - Drove traffic to the Deputy's Message on Diversity and Inclusion: Unique page views today on town hall article: 3,085
 - Received a request to host a trust circle in CN CPC Mississauga
 - Happy that the Executive team showed up to answer questions

- **Constructive Feedback**
 - a. Not everyone was ready to hear real life examples of systemic racism.
 - b. folks noticed more women than men answering questions (partly due to tech issues with [REDACTED] and [REDACTED] / [REDACTED] being away)
 - c. The Q&A portion felt scripted at times
 - d. Wish more leaders would speak from the heart
 - e. It is ok to say we don't have it all figured out yet but we're working towards it

These are lessons for us on how we can get better. We are genuine, we are sincere and we want to do the heavy lifting. We're not perfect. We have to get that message across to the organization collectively. This will help us build trust and credibility.

To help better equip you, I would like to ask if you, as a group, want to pilot group coaching with the Anti-racism coaches before rolling it out to the rest of the department.

At a higher strategic level

We've briefed the Minister last Friday and received a lot of general support.

- He's doing more and more engagement with our stakeholders on

At the next EXCOM meeting, we'll have an opportunity to dive

- Draft 3-year anti-racism strategy
- firming up actionable items at the ADM level
- looking at our commitment statement

In March, socialize the strategy within the department including your Management teams and Diversity networks.

In the next month, I want to meet with performance measurement to explore how to measure success and imbedded it in our reporting structure.

Feedback from EXCOM

- It was a general success and ADMs received good feedback from their teams
 - The town hall is adding to the discussions happening in the department
- Remarkably moderated and production company was effective
- The guest, [REDACTED], gave us much to reflect about - especially on asylum/refugee resettlement
- From a comms branch perspective, we still have lots to do to inform the public on the general understanding of asylum/refugee resettlement
- Would be good to do follow up sessions to keep the momentum going
- This topic shows a degree of maturity in the organization – we need to take more risks like this
- Grateful for the feedback – we need to know if we're not coming across in the way we want to
- A couple of ADMs wish that they had been given more time to prepare their answers and given their staff feedback on the answers (tweaks)
- Would have been good to know which ADM to answer which question ahead of time
- Discomfort is needed because it is a sign of growth
- A communiqué from Internal Disclosure Office and HRB on how to report incidents will be sent to the department

Action Items

- [REDACTED] to issue a report on the effectiveness of the town hall and do a comparison (from the last town hall). DMs also want to know if this company and platform used (Zoom) is better.