

Simultaneous Translation | Traduction simultanée

via smartphone

avec téléphone

1. Download the Interactio app



1. Téléchargez l'application Interactio



2. Open the app and enter the code:

2. Ouvrez l'application et saisissez le code:

canwach20

3. Choose your language, plug in your headphones and press

 for audio

3. Choisissez votre langue, branchez vos écouteurs et appuyez  pour votre traduction

Simultaneous Translation | Traduction simultanée

via web browser

par navigateur web

1. In your web browser, enter the URL:

1. Dans votre navigateur web, saisissez l'URL :

app.interactio.io

2. Enter the code:

2. Saisissez le code:

canwach20

3. Choose your language, plug in your headphones and press  for audio

3. Choisissez votre langue, branchez vos écouteurs et appuyez  pour votre traduction

CanWaCH

Canadian Partnership for
Women and Children's Health



CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Integrating a Gender Lens in HR Policies and Practices

**Intégration d'une perspective de genre dans les politiques et
pratiques de RH**

July 8, 2020

Canada

CanWaCH.ca | CanSFE.ca

Zoom Features | Caractéristiques Zoom

- **Chat:** under the 'more' section there is a chat function, please use this if you have any technical difficulties and we will be happy to assist you. Amanda Anderson (Technical Support) is available to help.
- **Q&A:** you can also submit anonymous questions during the presentation using the Q&A button in the bottom middle bar on Zoom.
- **Raise your hand:** If you would like to speak/ask a question during the webinar Q&A, please click **Raise Hand** in the webinar controls at the bottom of your screen. The webinar host will take you off mute so that you can ask a question directly to the panelists.
- **Clavardage :** dans la barre du bas, il y a une fonction de clavardage (chat). Veuillez l'utiliser si vous éprouvez des difficultés techniques et nous nous ferons un plaisir de vous aider. Amanda Anderson (assistance technique) est là pour vous aider.
- **Période de questions :** vous pouvez envoyer une question de façon anonyme pendant la présentation en utilisant l'icône Q&A dans la barre du bas sur Zoom.
- **Levez la main :** si vous souhaitez parler/poser une question pendant la période de questions du webinaire, veuillez cliquer sur **Lever la main** dans les contrôles du webinaire dans le bas de votre écran. L'animateur du webinaire désactivera le mode silencieux pour que vous puissiez poser une question directement aux panélistes.



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

Closed Captioning | Sous-Titrage

Closed captioning for this webinar is available and is being offered via Google Slides.

The Caption Text:

- is available only in English
- captures the speaker's voice only
- may not include punctuation
- may not be a complete and accurate transcription of the speaker's words

Le sous-titrage de ce webinaire est offert par Google Slides.

Les sous-titres :

- sont disponibles en anglais seulement
- saisissent la voix de l'orateur seulement
- pourraient ne pas être ponctués
- pourraient ne pas transcrire de façon complète et exacte les mots de l'orateur



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

5

Agenda | Programme

- Welcome and Overview
- Presentations:
 - **Merydth Holte-McKenzie**, World Vision, Senior Gender Advisor
 - **Alli Bunting**, CanWaCH, Manager of Programs and Operations
 - **Juanita Gnanapragasam**, Public Health Practitioner
- Q&A
- Conclusion

- Bienvenue et aperçu
- Présentations :
 - **Merydth Holte-McKenzie**, Vision mondiale, conseillère principale en genres
 - **Alli Bunting**, CanSFE, gestionnaire des programmes et des opérations
 - **Juanita Gnanapragasam**, praticienne en santé publique
- FAQ
- Conclusion



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

World Vision Canada - Merydth Holte-McKenzie, Senior Gender Advisor



Merydth Holte-McKenzie is World Vision Canada's Senior Gender Advisor. She has over 20 years of experience in international development designing, managing, evaluating and advising on community health and gender equality programming. In her current capacity she provides leadership on the development of an organization-wide gender equality strategy, operational plans, tools and resources for gender mainstreaming, and improved alignment with internal and external gender equality metrics. Merydth is currently the Co-Chair of CanWaCH's Gender Equality Working Group.



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

World Vision Canada



- Largest Canadian not for profit in terms of private cash donors
- Largest Canadian international NGO in terms of operating revenue
- Over 400 permanent staff
- Staff is 2/3 female; 1/3 male
- Executive team is 1/3 female; 2/3 male
- Board is (a bit better than) 1/3 female; 2/3 male

Policies



- ❑ WVC Diversity and Inclusion Policy (2018)
 - Diversity and Inclusion Committee
- ❑ Workplace Violence and Harassment Prevention Policy (2019)
 - Focused on actions in the workplace (between colleagues in CND and overseas)
- ❑ Safeguarding Policy (2019)
 - Focused on children and adult beneficiaries
- ❑ WVC Gender Equality Policy (2020)
 - Gender Equality Working Group
 - Directors Reference Group on Gender Equality
- ❑ WVI Gender Equality and Social Inclusion Management Policy (draft 2020)
 - Gender Equality Leadership Team
 - Diversity and Inclusion Leadership Team

Gender Equality Training



- ❑ Unconscious Bias training (2019)
 - Helps participants identify and understand the influence of their unconscious bias on workplace effectiveness
 - Addresses confirmation and affinity bias
 - Developed using material from the Cultural Intelligence Centre, Google, Daniel Kahneman and Dolley Chugh
- ❑ 50 Ways to Fight Gender Bias training (2020)
 - Pairing a card-based activity with a short video series, training gives people the tools to address gender bias head-on
 - Addresses biases of likability, performance, attribution, affinity and maternal as well as intersectionality
 - Available for free via [LeanIn.org](https://leanin.org)

Benefits



- Telecommuting
- Flexible hours
- Extended parental leave including top up
- Breastfeeding room (can be booked online)
- Generous vacation, personal and sick days (that can also be used to care for family members)
- Extended leave (e.g. sabbatical)
- Emphasis on whole person

Staff Engagement



- In a continuous learning mode
- Data driven
- Gender Self-Assessment (2018)
 - Deeper Dive
- Our Voice (annual)
 - Deeper Dive (2019, 2020)
- International Women's Day internal events (annual)

CanWaCH - Alli Bunting, Manager, Programs and Operations



Alli Bunting is the Manager, Programs and Operations at CanWaCH. In this role she is responsible to ensure organizational effectiveness through the leadership of day-to-day operations and management of human and financial resources. Alli is a key player in managing reporting requirements, coordinating and evaluating CanWaCH's programs, and implementing organizational strategies, policies and practices. She has a Bachelor of Social Science in International Development and Globalization from the University of Ottawa and a Master of Arts Degree in Global Development Studies from Queen's University. Since graduating, she has held various research and operational positions, including as the Volunteer Coordinator and HR Manager for Arise and Shine Uganda. She is also a passionate volunteer and serves as a Board member for VIDEA, a community-based international development organization in Victoria, BC.



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

13

CanWaCH - Overview

- Overview of CanWaCH
 - Relatively new (incorporated in 2015) and relatively small
 - Growth over past few years
 - Fully virtual organization. This structure allows the CanWaCH team to be spread out across the country, we have team members from coast to coast!



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

14

Integrating a Gender Lens in HR Policies and Practices: *Examples from CanWaCH*



- Organizational Best Practices
- Technology and Tools
- Policy and Procedures
- A People-First Workplace culture
- Resources



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

15

CanWaCH – Resources / CanSFE – Ressources

All resources will be shared
after the webinar!!

Toutes les ressources seront
partagées après le webinaire!

CanWaCH Resources / Ressources du CanSFE

- [Foster LGBTQ+ Inclusivity in Digital Spaces](#)
- GE Policy and Procedure / Politique et procédure en matière d'ÉG

Workplace planning during a pandemic / Planification du milieu de travail en temps de pandémie

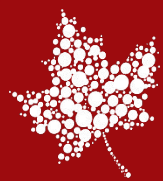
- <https://360.talentegg.ca/2020/03/workplace-pandemic-plans-what-employers-should-know/>

Non-profit resources / Ressources pour OBNL

- <https://theonncan.ca/nonprofits-on-the-front-lines-of-covid-19/>
- [Covid-19 Nonprofit & Philanthropy Resources](#)

Working from home tips / Conseils pour travailler à domicile

- <https://runningremote.us17.list-manage.com/track/click?u=6af57112b2b9ebac5b2268bb3&id=095e972401&e=84249de2ac>
- [Strategies for Chairing Gender Inclusive Meetings](#)



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada

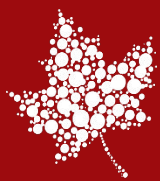
July 8, 2020

16

Juanita Gnanapragasam, Public Health Practitioner



Juanita Gnanapragasam is a public health practitioner and occupational therapist to be. Her research interests lie in unpacking societal norms in order to create spaces that maximize people's abilities to be vulnerable and form social connections. With a combination of both frontline and board experience in the non-profit sector, including being the former Board President of Edmonton's Compass Centre for Sexual Wellness, Juanita has worked on initiatives to advance gender equity. She is currently a member of CanWaCh's Gender Equality Working Group.



CanWaCh

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

17

Background

Government Sector

Entry level staff: $\frac{2}{3}$ Female, $\frac{1}{3}$ Male
Executive: $\frac{1}{3}$ Female, $\frac{2}{3}$ Male

***Majority of units are male dominated*

- Inflexible hours
- Strict deadlines
- Work Life balance

Post-Secondary Institutions/ clinical settings

Front-line staff: $\frac{3}{4}$ Female, $\frac{1}{4}$ Male
Executive: $\frac{1}{3}$ Female, $\frac{2}{3}$ Male

- Inflexible hours
- Work-Life Balance
- Becoming invisible

Non-profit

Front-line staff: $\frac{3}{4}$ Female, $\frac{1}{4}$ Male
Executive: $\frac{1}{2}$ Female, $\frac{1}{2}$ Male
Board: $\frac{9}{10}$ Female, $\frac{1}{10}$ Male

- No real start/end to the day
- Fulfilling multiple roles (scope of work)
- Missing out on social interaction

Challenges:



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

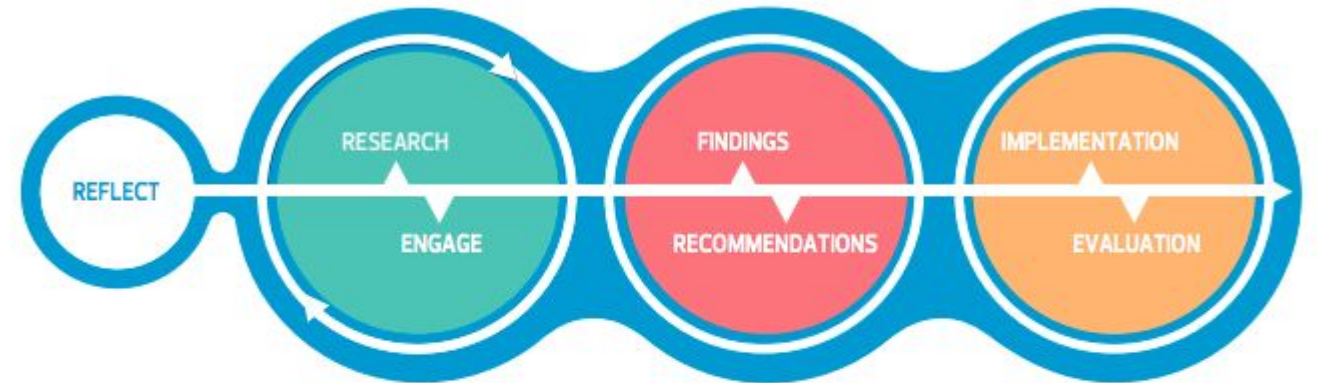
Canada

July 8, 2020

18

Step 1: Identifying the inequalities present

THE PROCESS OF INCLUSION: GBA+



[City of Edmonton- Art of Inclusion document \(2019\)](#)

REFLECT Ongoing reflection helps to: <ul style="list-style-type: none">□ Consider intersectional diversity□ Identify our own perspectives□ Attend to bias and stereotypes□ Identify missing or marginalized perspectives	RESEARCH <ul style="list-style-type: none">▪ Seek information through various methods▪ Seek disaggregated data▪ Determine best practice for inclusion ENGAGE <ul style="list-style-type: none">▪ Determine who, when, and how to engage▪ Create engagement plans that consider the needs of identified communities	FINDINGS <ul style="list-style-type: none">▪ Describe what you learned RECOMMENDATIONS <ul style="list-style-type: none">▪ Identify equity measures needed to address each finding▪ Discern priorities and appropriate actions	IMPLEMENTATION <ul style="list-style-type: none">▪ Create an implementation plan for each equity measure▪ Determine current and future plans EVALUATION <ul style="list-style-type: none">▪ Evaluate the effectiveness of your equity measure(s)
---	---	---	---



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

Step 1A: Self/Organizational reflection



("Social Identity Wheel," 2017)

Step 1B: Engagement piece with folks experiencing inequalities



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

20

Common Inequalities and solutions: Work-Life Balance

- Consider having policies on meetings or how you book time with folks.
 - Minimum advance notice
 - No meeting Tuesdays
- Video conferencing etiquette
 - Does the video function need to be turned on?
- Project-based work
 - Communicate clearly what the end deliverables are and allow employees to negotiate and budget their time.
 - Change your focus from how many hours worked/day to total number of hours bi-weekly.



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

Common Inequalities and solutions: Inflexible hours

- Consider- does your organization need a 8am-4pm or 9am-5pm operations to function?
 - Compressed work weeks (8:00am-6:00pm four days a week)
- Incorporating flex hours so that employees can work early hours in the morning or later in the evening.
 - Starts with a culture of being accepting of different work schedules.
- Having clear expectations outlined around tasks and communication like checking emails, answering phone calls etc.

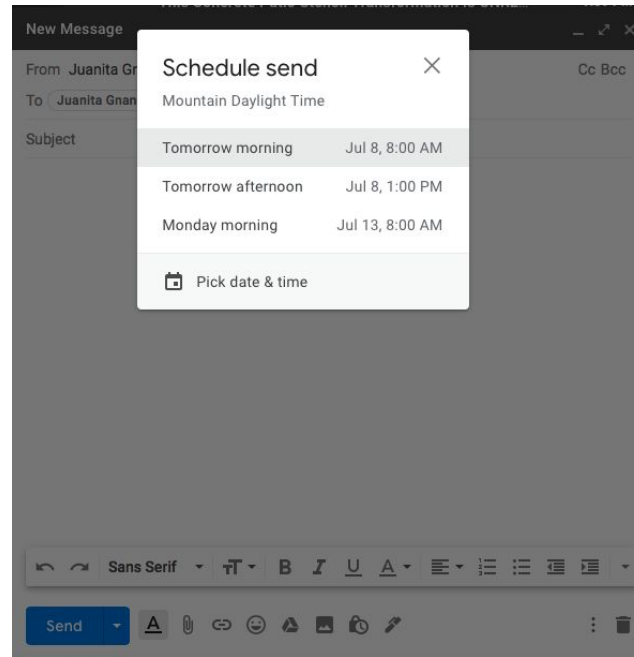


CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

- Schedule Send



- Email signatures:

- **Please Note:** During this time of disruption, my work hours may not be your work hours. Please respond to my email when it works for you!
- **Please note: I am working remotely, and replies may be delayed.*



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

Common Inequalities and solutions: Becoming invisible

- Having one-to-one weekly or biweekly meetings with your employees to give them a chance to build rapport and bring up concerns, questions or updates.
- Ensuring people have opportunities to lead group meetings or share progress with everyone.
- Ensuring all employees have equal opportunities for professional development.
- Creating opportunities to connect with other staff.
 - Daily drop-in virtual huddles
 - water cooler chat
 - Opening up zoom meetings 10 minutes prior for people to connect



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

24

Common Inequalities and solutions: How are you measuring success?

- Perhaps switching from a “number of” metric to a “quality of” metric.
- How are you recognizing the work your employees are doing?
- How are you sharing success stories across your organization?
 - Weekly update emails
 - All staff distribution list
 - Shout-outs at group meetings



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

**Key takeaway:
How are you communicating that your organization
is adaptive and flexible?**

**It starts with leadership and it starts with being proactive about
unearthing current inequalities present!**



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

26

Resources/References

[Ted Talk – Are you biased? I am,](#)

This is a good Ted Talk which highlights what are unconscious biases and how we can become aware of them.

[The Social Identity Wheel](#)

This activity that encourages participants to identify and reflect on aspects of their identify (like language or race), how these aspects become visible or invisible based on context, and how these aspects of identity can impact the ways others perceive or treat them.

[The Community Tool Box](#)

This link contains a multitude of resources to support community building. In particular, [this section of the website](#) contains valuable resources on how to create inclusive communities that honours the diversity of the members that reside within the space. The same principles can be applied to organizations or as a starting place for self-reflection.



CanWaCH
Canadian Partnership for
Women and Children's Health

CanSFE
Partenariat canadien pour
la santé des femmes et des enfants

Canada

Questions?



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada[!]

July 8, 2020

28

Connect with us!

info@canwach.ca

Contactez-nous!

info@canwach.ca



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada¹

July 8, 2020

29

Stay tuned

Next Webinar Wednesday:

Research and Gender Equity During a Pandemic

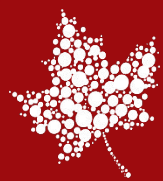
Wednesday, July 15, 2020, 1:00 - 2:00 pm
EDT

Restez à l'affût

Le prochain webinaire du mercredi :

Recherche et l'égalité des genres en temps de pandémie

Mercredi 15 juillet 2020, 13 h – 14 h, HAE



CanWaCH

Canadian Partnership for
Women and Children's Health

CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada

July 8, 2020

30

Thank you for joining us!
Merci de votre participation!

CanWaCH

Canadian Partnership for
Women and Children's Health



CanSFE

Partenariat canadien pour
la santé des femmes et des enfants

Canada