



## **Learning Path for 2SLGBTQIA+ Executives**

After a very successful session with 55 2SLGBTQIA+ Executives on Inclusive Leadership, it has been determined that more sessions like these are desired by network members. To begin with, we are planning a follow up session for the Inclusive Leadership presentation in response to requests from participants for more time for questions and discussion.

Inclusive leadership is a leadership style that focuses on efficiently leading a group of people while showing genuine respect for their individuality and uniqueness. It is a unique and critical capability that helps organisations adapt to diverse needs. It is characterized by empathy, bias-awareness, and equality in the workplace. Inclusive leaders lead by example and act thoughtfully to influence the mindset of others.

Senior Leadership in the public service has sent a strong signal that diversity, equity and inclusion are high priorities and have called for action and central agencies have provided guidance and performance measures for executives. This important senior-level direction provides clear expectations and direction for leaders to bring meaningful change for now and the future. But awareness without accountability or action is only a half measure at best, and fostering diversity and inclusion needs to be much more than ticking a proverbial box.

In discussions with John Medcof, Lead Faculty at the Canada School of Public Service (CSPS), we have developed a learning path for 2SLGBTQIA+ executives, which includes existing CSPS course offerings and one-off presentations specific to queer executives. Execs have different learning needs and learn in different ways, and it is common to hear that they want more in-depth discussion on specific topics. It is important not to lecture, but rather an approach to bring in speakers to disrupt thinking and framing peer-to-peer learning is preferred. Training will be designed to be deeper in reflection and intent than in content and theory, to create an opportunity for an exchange, create the brave space, and allow the discussion and connections to ensue.

Presentations and discussions will focus on Inclusive Leadership topics, with the understanding that inclusiveness is an action, not a theory.

### **Tailored Presentations**

PSPN will offers bi-monthly opportunities for learning and discussion on Inclusive Leadership as follows:

**April 2024 – Follow up Session on Inclusive Leadership** (December 2023) – discussion focussed

**June 2024 – Staffing for Diversity, Equity and Inclusion** – build your evergreen toolkit

**August 2024 – What do I need to be a more Inclusive Leader?** - Mentor and Mentee Take Me With You session

**Date TBD – Influencing the implementation of changes to the EEA**



## CSPS Courses, Videos and Events

CSPS developed a [2SLGBTQIA+ Inclusion Learning Path - CSPS \(cspcs-efpc.gc.ca\)](https://cspcs-efpc.gc.ca). Some offerings from this path, specifically relevant to queer executives, are highlighted below.

1. Positive Space Initiative: 2SLGBTQI+ Awareness (INC111)
2. Positive Space Initiative: Becoming an Ambassador for 2SLGBTQI+ Inclusion (INC112)
3. Positive Space and the Public Service (INC1-V17)
4. The Fruit Machine (INC1V53)
5. Adopting an Inclusive Mindset at Work (INC122)
6. Moving from Bias to Inclusion (INC123)
7. Workplace Equity, Diversity, and Inclusion in Action (INC124)
8. Introduction to Gender-based Analysis Plus (GBA Plus) (INC101)

## APEX Offerings:

In addition to sharing APEX course offerings with the Network in each of the monthly updates, there are also a number of [APEX Past Events](#) that might be of interest to members of our Network. Notably, there is a featured course on [Unlocking Neurodiversity – A Leadership Mindset](#), which seeks to educate that effective leadership isn't just about managing resources or hitting targets; it's about harnessing the collective potential of diverse minds on a team to foster innovation, resilience, and growth.

Understanding the connection between neurodiversity and belonging at work can unlock immense value for public sector leaders. By nurturing an inclusive environment for everyone, leaders can help accelerate innovation, enhance decision-making, and build a talent pipeline for their organizations.

## Helpful links

- [Building a Diverse and Inclusive Public Service: Final Report of the Joint Union/Management Task Force on Diversity and Inclusion](#)
- [Federal 2SLGBTQI+ Action Plan 2022](#)
- [2SLGBTQI+ Secretariat](#)
- [Recommendations on gender-inclusive language](#)
- [Guide for Two-Spirit, Transgender, Non-Binary, and Gender-Diverse Employees in the Federal Public Service](#)
- [2SLGBTQI+ terminology – Glossary and common acronyms](#)
- [Learn About Pronouns](#)

## Other useful learning resources

Among the kinds of learning that CSPS offers is some of the things they do in the events space. Events are a learning modality where they invite internal or external leaders in to speak of various topics. These are popular with execs. Upcoming events can be viewed on the School's [Events Page](#). Past events can be accessed on the [CSPS YouTube Channel](#). If there is a past event you are interested in that you cannot find on Youtube, contact the [CSPS Client Contact Centre](#).

The lead for the 2SLGBTQIA+ Executive Network will continue to monitor and promote Executive and working-level event offerings offered through the [School's Newsletter](#).