



Advancing Inclusive Leadership: Learning Path for 2SLGBTQIA+ Executives April 2024

In response to the enthusiastic feedback from the 2SLGBTQIA+ Executive Network, a customized **learning path on Inclusive Leadership** has been meticulously designed to align with your unique needs and preferences. This initiative serves as a testament to our dedication to, and advances our objectives of, diversity, equity, and inclusion. Acknowledging that mere awareness falls short of effecting real change, this program places a strong emphasis on actionable steps and peer-to-peer learning. By fostering an environment of collaboration and active participation, we aim to drive meaningful progress within our organizations and beyond.

The learning path, developed in collaboration with John Medcof, Lead Faculty at the Canada School of Public Service (CSPS), and supported by the Public Service Pride Network (PSPN), offers a dynamic blend of existing CSPS courses and specialized presentations tailored to the unique experiences of 2SLGBTQIA+ executives and allies. Rather than traditional lectures, the approach prioritizes interactive sessions featuring guest speakers to provoke new perspectives and foster peer dialogue.

Central to this initiative is the recognition that inclusive leadership is not merely a concept but a practice requiring ongoing engagement and reflection. Discussions will delve into the core tenets of Inclusive Leadership, emphasizing empathy, bias-awareness, and equality in the workplace. The goal is to cultivate a "brave space" where executives can openly exchange ideas, challenge assumptions, and forge meaningful connections.

By focusing on deeper reflection and intent rather than purely theoretical content, this learning path will empower 2SLGBTQIA+ Executives to drive tangible change within their organizations. Through collaborative learning and active participation, participants will not only enhance their leadership skills but also contribute to fostering a more inclusive and equitable workplace culture.

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

Tailored Presentations

Keep an eye out for PSPN Outlook invitations for bi-monthly opportunities to learn and discuss Inclusive Leadership.

- **April 2024 – Follow up Session on Inclusive Leadership**
- **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 *Employment Equity Act***

CSPS Courses, Videos and Events

Highlighted below are offerings from the [2SLGBTQIA+ Inclusion Learning Path - CSPS \(cspc-efpc.gc.ca\)](https://www.cspc.gc.ca/2slgbtqi+inclusion-learning-path) that are specifically relevant to queer executives.

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 you.

- 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

CSPS offers learning opportunities through events, where internal or external leaders discuss various topics. Executives find these events popular. You can view upcoming events on the School's Events Page and access past events on the [CSPS YouTube Channel](#). If you can't find a past event on YouTube that interests you, 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](#).