

POLICIES FOR CHANGE



Outcomes of the Creating Connections 6.0 Policy Forum

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POLICIES FIT INTO A CULTURE

Conversations like #metoo don't just happen at the dinner table, they happen in workplaces.



- Courtnay Hughes

“For my organization, which values inclusion, professional development for all and cultural shift through strong leadership are practices that [increase] gender and other diversity... [and] improve excellence and the bottom line.”



INSTEAD OF PUNITIVE TRAINING

- Have regular lunch & learns



“For my organization, which values respect and excellence, flexible work policies are policies that can improve better retention & attraction of staff and increase respect.”



INSTEAD OF RIGID WORK HOURS

- Have flexible work hours be official and documented
- Be aware of dynamics among employees



“For my organization, which values empirical evidence, including reviewing evidence around biases and [the] benefits of diversity to science in onboarding processes can promote inclusive behaviours and better science.”



How we shortlist is a gatekeeping role in how we hire.

- Ninan Abraham



“For my organization, which values innovation, ensuring at least 2 female and 2 visible minority candidates on a shortlist of 5 or more [are invited for interviews when hiring] is a policy that can both encourage diversity in hiring without quotas and provide a greater diversity of ideas & solutions within our work.”



INSTEAD OF TOKEN GENDER APPOINTMENTS

- Champion trained, qualified people
- Create a proper support structure: give proper resources and authority
- Educate people about policies and get support



“For my organization which values innovation, [having an] inclusive hiring policy... can develop new ideas and lead to creative solutions.”



- Have open and transparent recruitment
- Have policies around postings
- Use “anonymous” applications
- Have diverse interviewers
- Create accountability –



There were real gems... but they had never been moved to management. They just needed to be plucked out.

- Cheryl Nelms



INSTEAD OF NO PARENTAL LEAVE OR ASKING ABOUT HAVING KIDS

- Assume everyone has or wants kids
- Have use-it-or-lose-it leave for fathers / have parental leave
- Or have equal leave for parents
- Have solid, documented return to work policies



“[For] my organization, which values safety, gender inclusive hiring policies... can reduce risk taking and reduce lost time incidents.”



INSTEAD OF HAVING ONLY MEN REPRESENTED IN PICTURES AND PRONOUNS

- Have diverse representation
- Have diverse people review material
- Ensure you have consent of everyone in the images



INSTEAD OF CREATING POLICIES WITHOUT A SUPPORT STRUCTURE

- Determine resources before creating policies
- Have accountability
- Know how you will measure success
- Enforce policies – don't allow exceptions and loopholes
- Ensure there is buy-in
- Get executive leadership



Don't rush into Diversity and
Inclusion



Run it like a project!

Have metrics



Measure your metrics

SUGGESTED READING FROM THE POLICY FE PE PRESENTRE

