



Concurrent Presentations

Theme:
Inclusive Leadership

8 Strategies for Inclusive Leadership in Tech

Presenter

Emily Smits, Modest Tree

We are seeing a growing knowledge pool of professionals taking up the challenge of being disruptors and innovators in the global reaching realm of technology. There are a plethora of tech-focused opportunities and many different journeys to arrive at the destination. This presentation will provide insights on the journey and strategies that employers can leverage for inclusive leadership, leveraging the experiences of a Tech-focused entrepreneur. We have seen technology develop under a narrow scope of representation for decades and as the world transforms, we see a widening gap in relative technology development. The good news is that recognizing this disproportionate development has ushered in a time of greater opportunity and inclusion; fostering a greater era of innovation and development in the tech world.

Academic training, beyond the classroom: Formal and informal initiatives to build leadership skills in women engineering students

Presenters

Dallys Serracin-Pitti, Centre for Water Resources Studies

Jennie Rand, Acadia University

Megan Fuller, Centre for Water Resources Studies

Drs. Gagnon and Stoddart's research group at Dalhousie University's Centre for Water Resources Studies (CWRS) trains engineers in the water industry with a focus on producing the next generation of leaders. Formal and informal initiatives within the group aim to instill women with communication, project management, and leadership skills to equip them for their futures. This presentation will summarize the best practices employed by the research group and offer a broader reflection on the role of gender in the Atlantic Canadian water and wastewater industry through the discussion of the recently completed Atlantic Canada Water and Wastewater Association (ACWWA) report: Diversity in the Atlantic Canadian Water and Wastewater Industry. The ACWWA report found that nearly a third of respondents were over 50 years of age, indicating that in the next 10 to 15 years a substantial portion of the water and wastewater industry will be retiring. Further, young career respondents were more than half females, signifying that within 15 years the gender distribution of leadership and management roles could approach parity. If industry wants make a lasting shift in demographics, skill development is key so that women are prepared to take on leadership roles and in turn foster a sense of belonging in management and leadership positions. To this end, the CWRS is providing training activities beyond the classroom to

help prepare women to lead. Examples of current activities and outcomes will be provided and future plans for improving these practices to be more inclusive.

Bring an IDEA plan into research labs

Presenter

Liette Vasseur, Brock University

Research labs often struggle in how to integrate issues of equity, diversity, and inclusion into good practices in the lab. We all know that a strong commitment to inclusion, diversity, equity, and accessibility (IDEA) promotes and diversifies talents in research groups. But how to effectively do this is another question. While Canadian universities have their institutional EDI policies, in practice in the lab, most of these actions are not really feasible. We developed a toolkit intended to assist Canadian research groups, mainly principal investigator and/or professors, achieve an inclusive culture free of racism and discrimination and foster deeper respect and appreciation for different perspectives, merits, and skills. While this toolkit mainly focuses on providing a holistic IDEA approach for research groups, many of the considerations can be applied to other groups, institutions, and organizations. We focused on three major IDEA areas: 1) Inside the laboratory (admission, recruitment, curriculum, workload, mentorship); 2) Outside of the laboratory (field work, community engagement, science communication); and 3) Administration (decision-making, evaluation, training). The development of this toolkit has been supported by the Canadian Commission for UNESCO. It is part of a reflection that has been ongoing for a few years on practical considerations that should be added in various fields to enhance women and other underrepresented groups to ensure their full, equal and inclusive participation in society. In this session, we will discuss these good practices as a group for new ideas.

Inclusive Leadership - Unlocking the Power of Diversity

Presenter

Tanya Hawco, Women in Resource Development Corporation

Women in Resource Development Corporation will offer a condensed session of our successful Inclusive Leadership training. Whether you are in a formal leadership role or not, this professional development workshop explores how we all can incorporate the principles of inclusive leadership into our work lives. Together we will unpack the concept of what it truly means to be inclusive, how to lead diverse teams effectively and why it matters. This workshop will help you reflect upon your own leadership style and understand the signature traits of inclusive leadership, specific inclusive behaviors and how to put them into practice.

WISE Planet: A framework for Change Leadership

Presenters

Lorena Solis, University of Calgary

Laleh Behjat, University of Calgary

Jennifer van Zelm, University of Calgary

Stacia McCoy, University of Calgary

Matthew Bardsley, University of Calgary

Diversity in science, technology, engineering and mathematics (STEM) is necessary for addressing broader societal issues, such as the alienation of women and other underrepresented groups in the

digital revolutions. As a result, we need leaders that 1) recognize the systemic inequalities that are deeply embedded in cultures and systems that further perpetuate discrimination and injustices and 2) cultivate creative collaboration that can be used to ensure that these technologies and systems are designed with inclusion and accessibility at the forefront. To achieve these opportunities, we present the Women in Science and Engineering (WISE) Planet Programming, which provides women and underrepresented groups in tech with the training and the network to be change leaders. Specifically, this program focuses on delivering change leadership training to participants to empower them to take the lead as change leaders, champions, and mentors themselves. The core premise of WISE Planet is that we should train diverse STEM participants to make the change they want to see instead of focusing on teaching them to succeed in the existing systems. In this presentation, we will discuss the components of the change leadership training, which include four modules centred on topics: (i) Personal Leadership, (ii) Systems, Culture and Activism, (iii), Design for Disruptive technologies (iv) Sustainability Leadership. We discuss how this framework can shape the future of our workplace and the roles of experiential learning and networking in programming through interactive exercises. Lastly, we will discuss how such programs can be scaled.