



Council on Inclusive Work Environments

Inclusive Data Collection and Analysis – Spring Event Series

Roundtable Discussion: D&I Data – Collection and Analysis for Organizational Change

Thursday, June 16, 2022 – Virtual

Overview

An essential element in assessing how well an organization is doing in respect to diversity and inclusion is data. Primarily through self-ID and employee engagement surveys, data is collected with the aim of identifying the number of employees who identify as belonging to a specific underrepresented group, as well as for determining how effective workplace policies and practices are in respect to recruiting and retaining diverse talent.¹ Yet how does one collect this data in a manner that is truly inclusive? What are some best practices for survey design, communication, data analysis, in addition to effective follow-up policy review and development? The CIWE Spring Series of 2022 will present a variety of perspectives on inclusive data collection to support members own organizational efforts, while also providing a forum for discussion and hands-on workshopping.

The second event of the series will be a roundtable that will continue from the earlier May focus group, namely in probing what needs to follow on the heels of a self-ID survey. Keeping in mind that employees offered their information in the hopes of making organizations more inclusive and equitable, appropriate reflection and action is needed post-survey. This reflection and action ranges from safeguarding the privacy of participants, to thorough analysis and reflection and finally to effectively leveraging the data received to review processes, craft new policies, prompt or refine initiatives and ultimately stimulate organizational change to ensure employees can thrive free from discrimination or inequitable treatment. This roundtable will be accompanied by a hands-on

¹ Yiorgos Boudouris, “Gathering data for long-term success: diversity, inclusion and belonging,” MaRS Start-up

Toolkit. <https://learn.marsdd.com/article/gathering-data-for-long-term-success-diversity-inclusion-belonging/>
When a meeting, or part thereof, is held under the **Chatham House Rule**, participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed. Source: <https://www.chathamhouse.org/chatham-house-rule>



session in which participants will have opportunities to share, ask questions and collaboratively work on case studies that emerged from the May member focus group.

Meeting Objectives

- Reflect on the challenges, opportunities and best practices of collecting and analyzing diversity and inclusion data within the workplace and beyond;
- Discuss the ethics of D&I data collection and analysis, including safeguarding privacy, ensuring inclusive language and informed consent;
- Share strategies by which to effectively apply the insights of D&I data analysis to review or revise policies, procedures and initiatives;
- Reflect on how best to communicate findings from D&I data analysis to senior leaders, managers, employees and other stakeholders;
- Explore different means of leveraging D&I data analysis to stimulate positive organizational and social change.

Thursday, June 16, 2022

1:00 p.m.

Welcome Remarks

Beth Robertson, PhD (she/they), The Conference Board of Canada

1:10 p.m.

Moderated Panel Discussion

Rukhsana Syed (she/her), NA & Latin American Compliance Leader, Global D&I Leader, IBM Canada

Denise O’Neil Green (she/her), WXN 2022 MLSE Canadian EDI Leaders Award; EDI Global Strategist, Keynote Speaker & Educator; C-Suite Leader, Founding Vice-President, TMU Division of Equity & Community Inclusion

Hélène Maheux (she/her) and Simon-Pierre Lacasse (he/him), Analysts, Centre for Gender, Diversity and Inclusion Statistics, Diversity and Sociocultural Statistics

2:15 p.m.

Questions from the Audience

2:30 p.m.

Breakout Discussion Groups

2:55 p.m.

Closing Remarks

3:00 p.m.

FIN



Speaker Biographies

Denise O’Neil Green (she/her)

WXN 2022 MLSE Canadian EDI Leaders Award; EDI Global Strategist, Keynote Speaker & Educator; C-Suite Leader, Founding Vice-President, TMU Division of Equity & Community Inclusion

Dr. Denise O’Neil Green is a visionary and internationally recognized expert in EDI, organizational change and transformational leadership. She is the President and Principal Consultant of Denise O’Neil Green Consulting. She is a global thought leader having worked across various sectors, including postsecondary, government and healthcare, as a keynote speaker, innovative strategist, educator and changemaker. As Vice-President, she founded the Division of Equity and Community Inclusion at Toronto Metropolitan University (2017-2022) and was the inaugural Assistant Vice President/Vice Provost, EDI at TMU (formerly Ryerson) in 2012. She migrated to Canada from the USA in 2012, where she held the post of Associate Vice-President, Institutional Diversity at Central Michigan University (CMU). Dr. Green has co-authored *The Case for Affirmative Action on Campus: Concepts of Equity, Considerations for Practice* and *100 Accomplished Black Canadian Women*, editions 2016, 2018, and 2020. In addition, she has authored/co-authored over 90 journal articles, book chapters, reports, conference papers and lectures. She is also Creator and Executive Editor of InstitutionalDiversityBlog.com, a comprehensive website that covers EDI topics to drive culture change, reaching over 100 countries. She has received numerous awards including: the inaugural 2022 WXN MLSE Equity Diversity and Inclusion Leaders Award and was named among the Top International 100 Inspirational Diversity and Inclusion Leaders by d&i leaders in 2021. Dr. Green earned her PhD in higher education and public policy from the University of Michigan; Masters in Public Affairs from Princeton University; and Bachelor of Arts from the University of Chicago.

Rukhsana Syed (she/her)

NA & Latin American Compliance Leader, Global D&I Leader, IBM Canada

Rukhsana Syed is the Diversity & Inclusion Acceleration leader for IBM Canada, responsible for making sure IBM meets and exceeds corporate & government standards for equity, diversity & accessibility. In her current role, she is utilizing data to predict trends that uncover actionable insights and building Analytic and AI processes, best practices, and technology that powers solutions used to cultivate a more inclusive environment. She spearheaded IBM efforts to become AODA & AMA compliant nationwide while maintaining the corporate accountability framework. She is IBM Canada’s Employment Equity Officer and played a vital role in creating a global model for IBM to roll out Transgender Benefits. IBM Canada is 1st Technology Company in Canada to announce this coverage.



Two decades of experience include leading IBM's flagship programs specific to Indigenous People, Women, & People with Diverse Abilities. Rukhsana is a proud certified LGBT+ Ally since May 2014. She takes pride in creating and delivering 100+ IGN.I.T.E. Technology camps for Aboriginal students from coast to coast to coast (Halifax to Vancouver to Resolute Bay) for the past 14 years.

Rukhsana has led over 300 Women In Technology (K-12) sessions, reaching more than 18,000 female elementary students. She is Civilian Co-chair of the Muslim Consultative Committee and on Chief's advisory Committee with Toronto Police Services. She mentors within & outside her community globally and works closely to promote education & women rights. She also works as the Treasurer at her local religious by the Women for the women mosque/community center.

Her efforts were acknowledged by the former Lieutenant governor of Ontario, Honorable James K. Bartleman for her contributions to his Aboriginal Literacy program. She also received the Queen's Diamond Jubilee Medal from the Honorable David Onley in 2012.

Rukhsana was born and raised in Pakistan, she graduated from The Institute of Business Administration at University of Karachi. She immigrated to Canada in 1993 where she now lives with her three children.

Hélène Maheux (she/her) and Simon-Pierre Lacasse (he/him)

Analysts, Centre for Gender, Diversity and Inclusion Statistics, Diversity and Sociocultural Statistics

Hélène Maheux and Simon-Pierre Lacasse are analysts with the Centre for Gender, Diversity and Inclusion Statistics of Statistics Canada. Both Maheux and Lacasse have written extensively on both current and historical trends in immigration, settlement and citizenship, the demography of racialized Canadians, as well as ethnocultural and language diversity more broadly. Lacasse's upcoming book, *Les Juifs de la Révolution tranquille: regards d'une minorité religieuse sur le Québec de 1945 à 1976* is scheduled to be published by the University of Ottawa Press in 2022.