



# Centre on Diversity and Inclusion

The Centre on Diversity and Inclusion (CDI) aims to

- lead new and innovative initiatives on diversity and inclusion
- develop innovative solutions for recruitment and talent management
- coordinate with stakeholders whose policies and programs affect the diversity and inclusion agenda
- co-develop solutions with the many diversity and inclusion networks across the public service
- lead change management and monitor our ongoing progress on these priorities and commitments.

More information about the centre, its activities and programs is available online.

Government of Canada website: <https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion.html>

GCConnex (requires user account) : <https://gcconnex.gc.ca/groups/profile/42886322/centre-on-diversity-and-inclusion-cdi-centre-sur-la-diversite-et-linclusion-cdi?language=en>

## Mosaic Leadership Development Program

The Mosaic Leadership Development Program equips equity-seeking employees at the EX minus 1 level with the skills and competencies they need to enter the EX group. This will help create a more representative group of leaders, which will, in turn, accelerate the public sector's culture shift toward more a diverse and inclusive workforce and workplace.

The program has three main components:

- **Sponsorship:** Participants are supported throughout their participation in the Mosaic program and are offered access to opportunities they would not have otherwise
- **Experience-building:** Participants have opportunities for assignments and secondments to practise and develop their leadership skills and competencies
- **Learning:** Participants are provided with a customized curriculum to target the behaviours and skills needed to succeed as an executive.

More information about the Mosaic Leadership Development Program is available online:

Government of Canada website: <https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/diversity-inclusion-public-service2/mldp.html>

GCConnex: <https://gcconnex.gc.ca/groups/profile/88099144/mosaic-leadership-development-program-mosaic-programme-de-perfectionnement-en-leadership?language=en>





## Mentorship Plus

The Mentorship Plus program supports career progression for employment equity and equity-seeking groups. It enhances traditional mentorship by adding the element of sponsorship. The program pairs employees with executive mentors/sponsors to help them navigate the system for upward career mobility.

More information about the Mentorship Plus Program is available online:

Government of Canada website: <https://www.canada.ca/en/treasury-board-secretariat/corporate/organization/centre-diversity-inclusion/mentorship-plus.html>

GCConnex (requires permission to join group):  
<https://gcconnex.gc.ca/file/group/72452367/all#72453133>

## Federal Speakers' Forum on Diversity and Inclusion

The CDI established a dedicated speakers' forum on diversity and inclusion (D+I), which gives voice to public servants who are interested in sharing their D+I journey in the federal workplace. The forum raises awareness and provides knowledge of diversity and inclusion through the sharing of lived experience.

More information on the Federal Speakers' Forum is available online:

Treasury Board Blog: <https://tbs-blog.canada.ca/en/federal-speakers-forum-creates-space-us-talk-inclusion-lived-experience>

GCItranet : <https://intranet.canada.ca/hr-rh/hw-ms/fsfdi-fcfdi/index-eng.asp>

## Career Pathways for Indigenous Employees

The Career Pathways for Indigenous Employees website has been developed to:

- support all Indigenous employees as they navigate and progress in their career in the federal public service
- address barriers related to onboarding, employee retention and career development faced at different points of one's career, including entry into the public service, mid-career and entry into the executive cadre.

GCItranet: <https://intranet.canada.ca/cdl-dca/cpie-ccea/index-eng.asp>

Soon to come to the Government of Canada website!





## Statistics

New data at unprecedented levels of detail on the workforce composition of federal government departments is available. This data provides first-ever views into the composition of 21 employment equity sub-groups, including Black, Métis and Inuit employees, and employees with a hearing impairment or mobility challenges.

Check out the resources below to find out more about the representation of equity-seeking groups within your organization:

Human resources: <https://www.canada.ca/en/treasury-board-secretariat/services/innovation/human-resources-statistics.html>

Diversity and inclusion: <https://www.canada.ca/en/treasury-board-secretariat/services/innovation/human-resources-statistics/diversity-inclusion-statistics.html>

Core public administration employment trends and demographics (interactive data visualization tool): <https://hrdatahub-centrededonneesrh.tbs-sct.gc.ca/?GoCTemplateCulture=en-CA>

## Designated Senior Officials on Employment Equity, Diversity and Inclusion

Every month, the Centre on Diversity and Inclusion meets with the designated senior official on employment equity, diversity and inclusion – community of practice to discuss ongoing initiatives that support diversity and inclusion within the public sector.

For ease of reference, the list of these designated senior officials has been made available on GCconnex: <https://gcconnex.gc.ca/file/view/88785167/dsoeedi-contact-list-last-updated-october-21-2021?language=en>

Information on the roles and responsibilities of these designated senior officials is available in the Directive on Employment Equity, Diversity and Inclusion: <https://www.tbs-sct.gc.ca/pol/doc-eng.aspx?id=32635>

## Reach out to us!

New CDI initiatives and programs are in the works. To stay in the loop, to find out more, or to subscribe to our newsletter, please contact us at [CDI@tbs-sct.gc.ca](mailto:CDI@tbs-sct.gc.ca).

We look forward to hearing from you!

