



BUILDING DIVERSE LEADERS PROGRAM Pilot initiative

Overview



BDLP

BUILDING DIVERSE LEADERS PROGRAM
ONTARIO REGION

Regional (Pilot) Talent Management Initiative

Objective

- Designed for **employees in the Ontario Region** (outside of the National Capital Region) who self-identify in one of the four equity-deserving groups as defined in the Employment Equity Act – **women, Indigenous people, persons with disabilities, and visible minorities**.
- Provides organizations in the Ontario Region **access to talent**, contributes to the **recruitment and retention of highly skilled employees**, and **eliminates systemic barriers** by advancing representation benchmarks within organizations.
- Supports the **Clerk's Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service** by investing in the development of an inclusive leadership initiative in the region.

Desired Outcomes

- Employment equity representation benchmarks within regional organizations is increased
- BDLP graduates are considered for promotional & developmental job opportunities
- Increased diversity is seen in the leadership ranks within Ontario Region, outside of the National Capital Region

Consultations

**COIs, national
and regional GC
Networks, HR and
staffing experts**

- The team held consultations during the development phase, from February 2022 to July 2022.
- Over 20 Employment Equity Groups, GC Networks, and all regional communities of interest in Ontario were engaged.
- Discussions took place with national horizontal networks, accessibility networks, and those in other regions across the country, including networks associated with other Regional Federal Councils.
- Support for the program was resounding, and relevant input to ensure sound stewardship of the program's objectives was integrated, including disability inclusion and intersectionality principles.

Eligibility

EXECUTIVE Cohort

- Targeted indeterminate employees at the EX minus 2 and EX minus 1 levels, with career aspirations at the EX-01 level.
- Minimum **two (2) years combined management experience**, with delegation of HR and financial authorities exercised.

MANAGEMENT Cohort

- Targeted indeterminate employees at the PM-03 (and equivalent) or higher, with career aspirations at the EX minus 2 and EX minus 1 levels.
- Minimum **one (1) year combined experience** as a team leader, supervisor, or equivalent.

Application Process

Pursuant to feedback received through the consultation phase, organizations will not be asked to nominate candidates. The BDLP initiative is a self-nomination process designed to further eliminate barriers for employees

- The application intake period was open for two weeks
- Candidates provided their CVs, Reference and Management Endorsement
- Application forms included a mandatory self-identification section, and situational questions aimed to obtain insight into where the candidate is in their leadership journey
- A total of 110 applications were received and assessed

Building Diverse Leaders Program - Model

The BDLP will support a total of 20 participants in the pilot year.

10 Executive

10 Management

- Self-Directed Study
- Hosted Learning Sessions
- Mentorship
- Peer to Peer Learning
- Roster of Graduates
 - Exposure to leadership roles following graduation

A community portal on GCxchange has been created to provide a common platform for interdepartmental cohort participants and BDLP Administrators to remain connected.

Timelines - Roadmap

Roadmap	Onboarding (1 month)	Planning (1 month)	e-Learning (Throughout)	Seminars (4 Instances)	Surveys (4 Instances)	Mentorship (4 months)	Peer Work (6 months)	Exposure (Post Graduation)
Executive Cohort	Managers of selected participants will be invited to information session Expectations are described to participants:	<ul style="list-style-type: none"> Participants complete a learning and action plan 	<ul style="list-style-type: none"> 29 hours self-guided learning (~1 hours week) 	<p>[1] Change Management & Building Resiliency</p> <p>[2] Workplace Well-being & Authentic Leadership</p> <p>[3] Performance Management & Accountability</p>	<ul style="list-style-type: none"> General check-in every 2 months with EX Cohort Participants 	<ul style="list-style-type: none"> Be a mentee (4 months) Be a mentor to someone <i>inside</i> BDLP (4 months) 	<ul style="list-style-type: none"> Engage on Peer Forum (GCxchange) Prepare a presentation to be delivered to other EX Cohort participants 	<ul style="list-style-type: none"> Maintain a participant profile and OFC member organizations offer leadership exposure opportunity through dedicated point of contact
Management Cohort	<ul style="list-style-type: none"> Learning Plan e-Learning Seminars Surveys Mentorship Peer Forum / Peer Learning 	<ul style="list-style-type: none"> Participants complete a learning and action plan 	<ul style="list-style-type: none"> 28 hours self-guided learning (~1 hour week) 	<p>[4] Briefing Up & Managing Uncertainty</p> <p><i>** Plus attend one OFC Meeting during program</i></p>	<ul style="list-style-type: none"> General check-in every 2 months with MGMT Cohort Participants 	<ul style="list-style-type: none"> Be a mentee (4 months) Be a mentor to someone <i>outside</i> BDLP (own pace) 	<ul style="list-style-type: none"> Engage on Peer Forum (GCxchange) Prepare a presentation to be delivered to other Management Cohort participants 	<ul style="list-style-type: none"> Opportunities can range from a work term, a micro-mission, job shadowing, etc. to use skills in an applied setting

All graduates of the BDLP will be added to a roster from which regional departments and agencies can draw upon for available job opportunities and developmental roles. The roster will be maintained and promoted through the OFC Secretariat, BDLP Administrators, and the COI on Diversity & Inclusion.

Hiring organizations will be responsible for all candidate assessments.

Questions?