



**NGO CSW
FORUM 66**

NGO CSW/NY | 50TH ANNIVERSARY

**Inclusive Labour Markets And Citizenship To
Address Workplace Shortages**

Parallel Event

CSW 66

March 19, 2022

12:00 pm MST

2:00 pm EST



Dipal Damani



- Equity, diversity and inclusion (EDI) consultant
- Working in EDI for the past 15+ years
- 15 years working in EDI
- Masters in Public Policy and Governance
- Certificate in Ethnic, Immigration and Pluralism Studies
- Publish and speak on EDI and interviewed by media – CTV, CCRF, Metropolis



#CSW66

Women in the labour market and COVID-19

- Based on data from Statistics Canada, between March 2020 and February 2021, women accounted for 53.7% of job losses year on year.
- 75.6% of those losses were in service sector which has high representation of women.
- According to research by McKinsey 1 in 4 women were thinking of leaving the workforce during COVID:
 - Working mothers
 - Women in senior positions
 - Black women



Women in the labour market and COVID-19

- Women who had children under 10 were considering leaving at a rate 10 percentage points higher than men
- Women in heterosexual relationships with dual careers reported spending more time on household chores
- Women are feeling more exhausted and burnt out
- Not enough support for women to stay in the labour market



Women in the labour market and COVID-19 – My Story

- Founder of my own company
- Have a young daughter
- Dual career household
- Had to take step back from the labour market to care for my 5 year old daughter
- Felt burnt out by the extra child care and household responsibilities
- My experience was shared by other women



So How do We Learn from COVID-19 and Create more Inclusive Organizations for Women?

- COVID-19 exacerbated the experience of women in the workforce
- Women need more supports at work, with childcare and household chores
- We need to shift our mindset as a society that caregivers can also be men and other gender identities.



Where are the Opportunities for Inclusion?

- Listen to the women in your organization
 - Build a women's employee resource group and use it!
 - Make sure it represents intersectional identities i.e. race and gender
 - Ensure your CEO/ED/senior leadership is at this table and actively listening
 - Make sure that they are compensated for their time - this should not be on top of their other job duties
 - This role is valued as an integral part of business for the organization



Where are the Opportunities for Inclusion?

- Shifting mindsets work
 - Training: women in the workforce, allyship by men.
 - Redefining our policies, including maternity leave.
 - Rephrase to paternity leave - shift language
 - Encourage men to take paternity leave - it starts with the CEO/ED



Where are the Opportunities for Inclusion?

- Listen to the women in your organization
 - Build a women's employee resource group and use it!
 - Make sure it represents intersectional identities i.e. race and gender
 - Ensure your CEO/ED/senior leadership is at this table and actively listening
 - Make sure that they are compensated for their time - this should not be on top of their other job duties
 - This role is valued as an integral part of business for the organization



Where are the Opportunities for Inclusion?

- Supports for working mothers
 - Child care in the office (TD Bank)
 - Child care subsidies - child care is expensive!
Women end up leaving the labour market because an entire paycheck can go into child care.
- Canada is moving towards national daycare - \$10/day
 - Ontario has yet to sign; sole provincial hold out



Where are the Opportunities for Inclusion?

- Encouraging women to be part of external networks that support working mothers
 - Women tend to feel along in their experiences
 - Provides support, guidance and mentorship to women
 - Safer space
 - Senior management performance plan



Where are the Opportunities for Inclusion?

- Hybrid work environment
 - Direct result of COVID-19
 - Face time in the office no longer a hidden measurement
 - Flexibility with children and household chores



Thank you

