

Thank you for joining

**THE FUTURE-READY WORKFORCE SERIES:
BUILDING INCLUSIVE WORKPLACES FOR
2SLGBTQIA+ STUDENTS**

The session will begin soon.



UNIVERSITY OF
WATERLOO

WxL Work-Learn
INSTITUTE

FUTURE-READY WORKFORCE SERIES: BUILDING INCLUSIVE WORKPLACES FOR 2SLGBTQIA+ STUDENTS

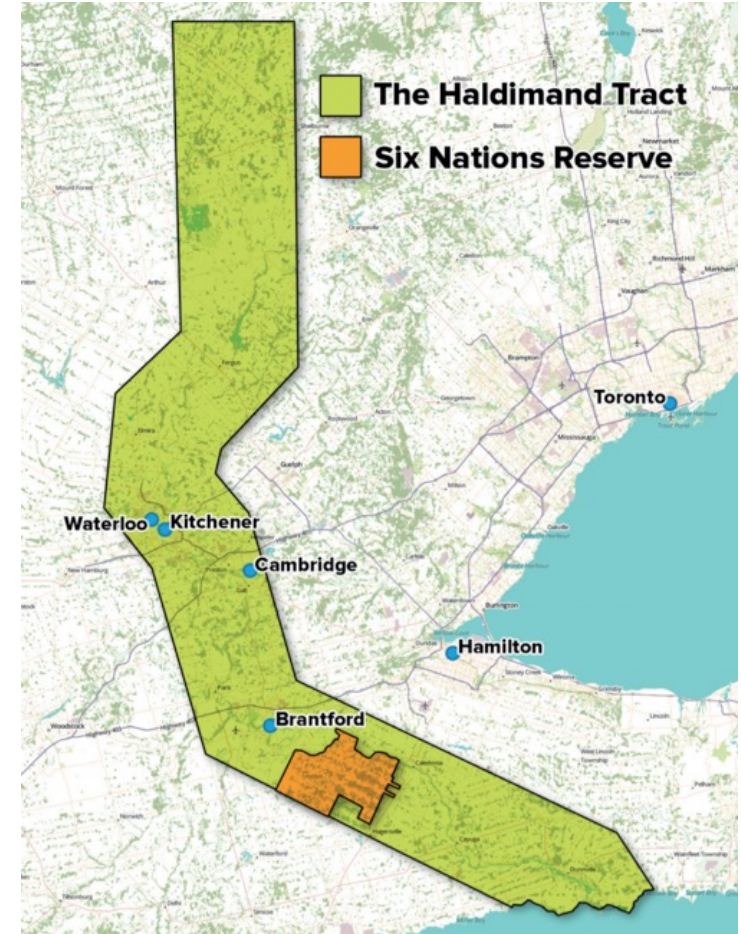
David Drewery, PhD, Work-Learn Institute

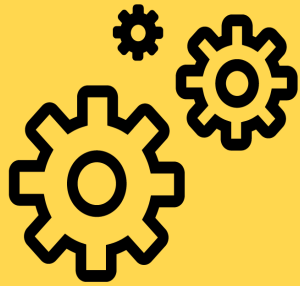


TERRITORIAL ACKNOWLEDGEMENT

I acknowledge that the University of Waterloo, where this work was created, is located on the traditional territory of the Neutral, Anishnaabeg, and Haudenosaunee people. The University of Waterloo is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River.

Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is co-ordinated within the Office of Indigenous Relations.





65 YEARS

of innovation & growth
in co-operative education
and work-integrated
learning programs



25,000+

co-op students
enrolled in

120+

programs



8,500+

employers in

75+

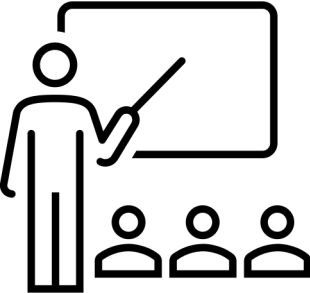
countries



home of the
**WORK-LEARN
INSTITUTE
(WXL)**

ABOUT WxL & THE FUTURE-READY WORKFORCE SERIES

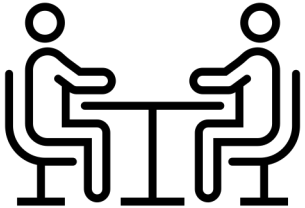
EDUCATION



RESEARCH



CONSULTING



Our **future-ready workforce series** is designed to share insights about the future workforce that can influence how organizations build their talent strategy.

MEET OUR SPEAKERS



David Drewery, Associate
Director, Work-Learn Institute



Beck Mallozzi, 2SLGBTQ+
Inclusion and Diversity Worker,
YMCA of Three Rivers



Andy Winter,
Global Director DEI, Ciena

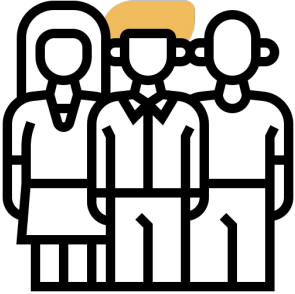


Brittany Koa,
External Communications
Associate, Ciena

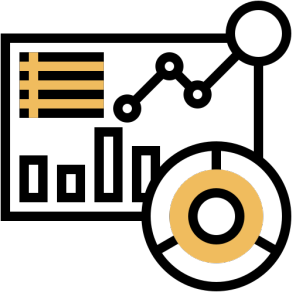


Robin Sheng,
Software Test Engineer, Ciena

INCLUSIVE WORKPLACES ARE GOOD



for people



for organizations



for economies

THE CURRENT SITUATION

30%

of 2SLGBTQIA+ workers experience discrimination compared to 3% of the general population

25%

report that they are not okay with a 2SLGBTQIA+ supervisor

14%

of organizations consider 2SLGBTQIA+ inclusion knowledge as mandatory for people managers

19.7%
OF GEN Z IDENTIFY AS
2SLGBTQIA+

SOME BARRIERS TO SUCCESS

MASKING

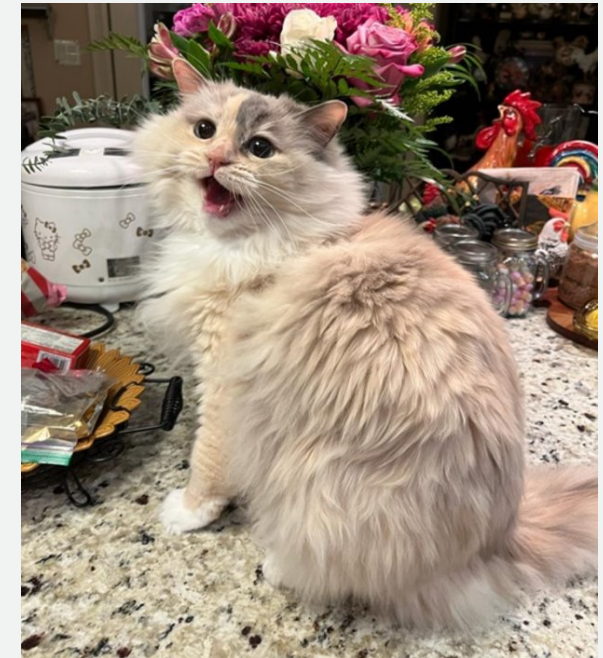
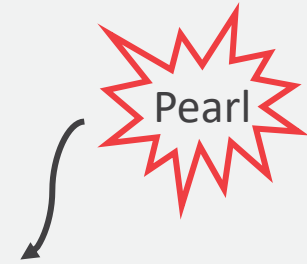
“It's simple questions like, how was your weekend that it's like, you know what? **I think I have to omit half the details** because it's like I know your perspective and values on certain things.”

STIGMA

“There's **definitely a lot of hesitance for me** because, basically, I'm not straight, and I know some of my peers are homophobic.”

WHO AM I?

- Preferred name: Beck
- Obtained BSc in 2019
 - Volunteered with the Glow Centre for Sexual and Gender Diversity
 - 3rd co-op term was at the Work-Learn Institute
 - Published an article about creating inclusive co-op workplaces
- Also, obtained BSW in 2021 from the University of Waterloo
- Currently pursuing MSW at the University of Waterloo
- Currently with the YMCA of Three Rivers, Immigrant Services as the 2SLGBTQ+ Diversity and Inclusion Worker



LGBTQ+ CO-OP STUDENTS' EXPERIENCES

Navigating recruitment

“If I know a place is inclusive it [would] make it to the top of my priority list because it’s important. Like probably my number one most important thing in co-op or a job in the future would be to feel safe.”

Interpersonal dynamics

“It’s important for [supervisors] to sort of set a good example about [inclusion] because if the people who are in charge are saying those things, then who else is going to?”

WHAT CAN EMPLOYERS DO?

Meet The Ciena Team



Andy Winter (she/her)
“Summer is my jam. Regardless of the temperature you’ll find me outside doing some kind of sport. I’m that girl with the seat warmers on and the air con on full blast. My dog Marmite in his muscle tank is ready for summer.”

Robin Sheng (she/her)
“Love the Broadway show SIX and have the soundtrack on repeat. Love cycling. I have a part time gig at a bike shop to feed my addiction. My cat Julee is pure joy.”



Brittany Koa (she/her)
“Spending time with friends, travelling, and strength training are my happy places. My dog Luna and I are getting ready for House of the Dragon season 2 by binging season 1.”



Employee Resource Groups at Ciena – Inclusion, Intersectionality and Allyship



BLACK
at Ciena



PRIDE
at Ciena



NEXT
at Ciena



ASIAN
at Ciena



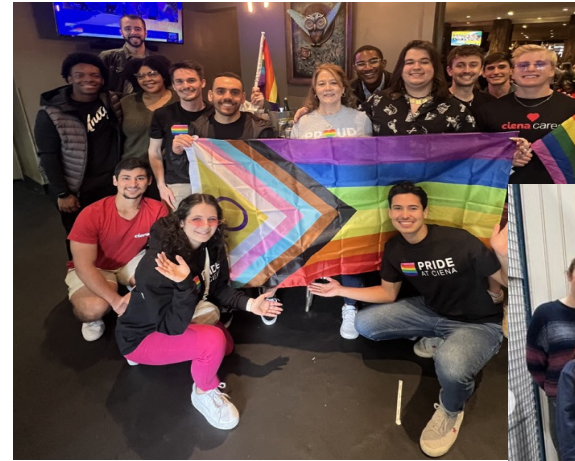
WOMEN
at Ciena



LATINX
at Ciena



VETS
at Ciena



Ciena Cultural Ambassador Program



- Culture Ambassadors are individual contributors, members of our Employee Resource Groups or Global Initiatives (Inclusivity Council, AccessAbility, Ciena Cares, Global Wellbeing)
- Ambassadors have the knowledge and experience required to successfully showcase Ciena's culture.
- Culture Ambassadors will share insights of how culture is lived at Ciena and help improve the candidate experience

HOW DO WE DO INCLUSIVE RECRUITMENT AUTHENTICALLY?

HOW DO WE BUILD COMMUNITY WHILE RECOGNIZING INTERSECTIONALITY?

SUMMARY

- Lots to celebrate, but even more work to do.
- Students uncertain about “life in the organization”.
- Employee resource groups (ERGs) are more than social networks.

The goal: culture of inclusion

RESOURCES

- [Pride at Work Canada](#)
- [Spectrum Waterloo Training](#)
- [YMCA's list of resources](#)
- [Hay and Fleming's framework for organizations that host students](#)

BEFORE WE END TODAY...

CPD PROGRAM ID: **310406**



This program has been approved for one CPD hour under Section A of the Continuing Professional Development (CPD) Log of the Human Resource Professionals Association (HRPA).

Be sure to note the program ID on your CPD log.

For more information about certification or continuing professional development, visit the HRPA website at: www.hrpa.ca

STAY CONNECTED

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THANK YOU!



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YOU+WATERLOO

Our greatest impact happens together.