

WEBVTT

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To do that, and before we begin, and as everyone's just adding that introductions into the chat, I'm going to just go over a few housekeeping points to make sure that the whole workshop runs as smoothly as possible.

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So firstly, please do stay on mute throughout the call to keep disruption to a minimum.

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We do have a live transcription for this workshop, and you should be able to see the option or the bottom of your screen.

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To switch it on and off, and you can switch it off. If you would like again at the bottom of your screen.

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So as you will have had probably when he joined the workshop and seeing the pop up. We are going to be recording this session, and we'll post it on the event page.

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So we do this or that the workshop can be reviewed on demand. And it also allows us to share the content with any participants who are unable to make it live to the session.

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If during the workshop, you come off mute views of the recording will be able to see your zoom username. And if you have your camera on they will be able to see your face in addition to any information in your background, So please do let me know in the

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chat if you wish to object to being recorded or to a political making the recording available in the way that I've just described. And if you have any further questions, you can find the contact details of our data protection officer at the footer of

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our homepage.

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So I can see that we've got lots of introductions streaming into the chat, which is great. And we've got a lot of people from Canada which is brilliant.

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Both of our speakers in fact are from Canada and Alex, I'll introduce them shortly.

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We have, who else do we have. We have people from the Global Partnership for sustainable development, which is great to see a lot of Canadians here that's great, I'm sure.

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Both of our speakers or feel right at home.

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So for those of you who might be joining us for the first time, a political is a network and learning platform used by over 150,000 public servants and policymakers from 170 countries on mission is to build 21st century governments that work for people

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Our mission is to build 21st century governments that work for people on the planet by putting the best knowledge and skills at the fingertips of public servants around the world.

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And we do this through events like this one, courses, and our knowledge sharing platform and network.

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So today we're fortunate to have generous floating and Denise leading the conversation. But before I introduce our speakers, it would be really great to see who we've got in the room today.

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So if you're comfortable doing so please go into gallery view and switch on your video and give everyone a nice big wave and smile is a bit of a cheesy way to start the workshop, but really nice to see faces on the other end of the screen, and to remind

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ourselves that we are a global community here to learn together so thank you all for doing that.

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And you can feel free to switch your video off. Now, if you would like.

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Brilliant. So we've still got a few people joining in.

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And as we have, as we wait for everyone else to join we're just going to kick off with a few poll questions, just to see what everyone is approaching the topic, and to get a bit of a pulse check for for everyone in the room today so I'm going to launch

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the first poll question. And if you've joined using the web browser. If you join zoom using the web browser you may not be able to see

the poll that pops up but my colleague Daisy will post the questions in the chat, and you can just respond in the chat

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itself. So the first poll question.

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And everyone should be able to see.

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The question is, do you think you have a baseline understanding of equality diversity and inclusion, or mainstreaming approaches. So just basic question to start us off with this with this workshop.

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Do you have a baseline understanding of these approaches. Yes, no somewhat, or unsure.

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And as more people join us again just a reminder to stay on mute, but also to post your introductions in the chat. I can see we've got a lot more people that have posted we've got grace from the Ministry of Justice in London.

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We've got Joan from Dublin.

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Got Vicki from East Sussex, and as reading from Transport Canada.

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Brilliant. Keep those introductions introductions coming, and I will share the results of this poll that we've just done.

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Okay, So we've got 50% of people saying yes, you do have a based on understanding of these approaches, which is great.

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3% saying no.

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39% saying somewhat and then 8% saying I'm sure okay so that's that's a mixed bag but that's really good to see that we're all sort of approaching it from different, different angles in different contexts.

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Let me pull up the second poll.

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Okay, so your second the second question is, does your organization, think about and implement mainstreaming and inclusive it in the work that it does.

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Yes, no, somewhat unsure, or something else, and if it is something else, then do let us know in the chat or if you have anything to add to your answer do let us know in the chat as well.

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So we'll just let everyone answer those questions.

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Does your organization, think about, and implement mainstreaming and inclusive city in the work that it does.

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Okay, great. So let's have a look at the results for that one.

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And okay, a lot more, a lot of Starker this time so we've got 49% of people saying yes your organization does think about an implement these approaches.

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Then we have 42% things somewhat only 3% in know which which is encouraging and 5% of saying unsure.

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Ok so again really interesting spread of results there. And we'll just go on to our final poll question.

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So this question is to what extent does your organization consider the inclusive of the data that it uses in the policy making process, and the options are that we always consider it.

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We sometimes consider it. We rarely consider it or we have never considered it.

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And I can actually see in the chat, Sue told us about the previous question that that organization thinks about it but doesn't implement it, which is interesting I think that there might be something that we that we discussed some more today about how

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to actually get it to implementation stage.

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Brilliant, so we'll just let a few more people answer this poll.

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And then we can pull up the results, and have a look. So to what extent does your organization consider the inclusive of its data.

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Okay.

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Great. So, okay, another interesting spreads so we have 66% of us saying that your organization sometimes considers inclusive it, and then a very, very equal split saying 17% both ways so 17% always consider, but also 17% rarely consider so I think that

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is really really interesting. And I'm sure our speakers will have a lot to to ponder about that and to speak on that as well.

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So thank you everyone for, for taking part in those polls. I'm going to introduce our speakers. Now, before we hand over to them. So firstly we have Janice voting, Jenna is the Senior Director of Policy for the Global Partnership for sustainable development

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data.

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She leads the global partnerships policy and advocacy agenda on equitable responsible and sustained data use. Prior to this, she was director of sustainable development policy at the UN Foundation.

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She has over 15 years of experience at the UN working on un policy issues related to sustainable development and peace building with a particular focus on the 2030 agenda data and technology and the UN peace building architecture.

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Jenna has project management and leadership experience from time spent working at un dp and Kosovo, and as chief operating officer of building markets, a social enterprise that promotes private sector development in fragile and post conflict countries.

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She's published several independent reports on peace building and fragile states and co managed a research program on these topics at the International Peace Institute.

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Jenna holds a masters of International Affairs from Columbia University, and a BA in Peace and Conflict Studies, from the University of Toronto.

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Welcome Jenna really love you lovely to have you here with us today.

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Our second speaker is Denise, so Denise go who is the director for

the agenda based analysis, plus GBA plus unit at the Department for women and gender equality Canada.

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She and her team are responsible for supporting organizations inside and outside government to build capacity to sustain and grow the practice of GPA plus.

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She's also the current chair of the OECD you working party on gender mainstreaming and governance. The GMG which sits under the public Governance Committee.

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The GMG provides leadership on the implementation of gender mainstreaming across the work of the OECD and its committees, the GPA plus unit works as a network pooling resources and expertise to guide gender and equality mainstreaming across jurisdictions

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and thematic areas.

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Denise has worked on numerous economic and social policy areas, and as an executive as lead horizontal initiatives under whole of governance strategies for more than a decade.

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Again brilliant to have you here with us Denise really excited to hear your thoughts. So without further ado, I'm going to hand it over to Jenny, who will be sharing some thoughts with us.

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First, Jenna.

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Thank you so much for Pasha, I'm going to do the screen share so please bear with me.

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And we need to go into presenting mode.

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I think we're there.

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Great.

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So thanks very much.

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Good morning, good afternoon wherever you're coming to us from and perhaps Good evening I think I saw someone from Indonesia in there

and introduce themselves in the chat so it's pleasure to see such a wide geographic spread.

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I'm really excited to discuss with you today. The relationship between inclusive data and inclusive policymaking so that third poll question is really what I want to dig into with everyone today.

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So we all know that data is a really critical building block of policymaking, and for data to guide inclusive policymaking that data needs to be inclusive in both form and function, meaning that it reveals the realities of those that are marginalized,

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but it does so with their participation, knowledge, and consent, high quality inclusive data can support us to identify and address disparities, but uncritical data practices can also entrench inequalities.

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So I just want to highlight this duality. Early on in the presentation.

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Because we know that data can be a tool that re balances, or perpetuates undressed power hierarchies.

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So we have to be very purposeful about the way we think about, and use data, and what our data practices look like.

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So we really see inclusive data as a route to equity.

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Because if done well data can challenge social norms and harmful stereotypes, while also expanding agency and put people at the center of their development so I want to dig into.

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What do we really mean by inclusive data considerations.

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One of the first things that jumps to most people's minds naturally is data desegregation. So this is of course critical, right, getting data on different population groups or different slices of the population, gender, ethnicity, disability, etc.

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But this is only one piece of the puzzle. First, we know that communities are not homogeneous.

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And we know that these different identities overlap for different people with different effects on their lives and their opportunities. And so, intersection all approaches are incredibly important to understand these disparities and empower people.

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But what I really want to emphasize today is that we need to consider how through data people can expand their agency. This is about engaging people in shaping how data is collected, what questions are asked how the information is that interpreted.

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What it means relative to their lived experiences.

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And that engagement in data production in its interpretation and management and informing how it is used. It can be a really important route to empowerment.

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again as I said earlier on, we can't ignore that becoming more visible and data poses real dangers for individuals and communities and so we have to be extremely purposeful.

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And lastly, I just want to highlight that just because the data exists. It does not mean that it will be used or used well. And so there are many factors that hinder data use that I'm going to address a little later in the presentation.

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And suddenly my Advanced button isn't working.

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There we go.

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Fantastic.

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So, at the Global Partnership we're advancing these in these issues of inclusive data production in us.

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I want to introduce the inclusive data charter, which is an initiative that supports governments and organizations to evolve, how their data systems become more inclusive, the charter is open to all governments and organizations that really want to purposely

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pursue an agenda on inclusion and equity through data.

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So, we have a number of champions who have signed up to the data

charter, the inclusive data charter, including governments from Paraguay, Ghana, the United Kingdom, and organizations such as the World Bank and numerous civil society organizations that

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have joined.

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And, and it's really about them taking action within their own sphere of influence or their own geographic sphere, as well as embarking on a collective effort to sort of share knowledge and improve inclusive it together.

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So the IDC really takes a systemic approach to advancing inclusive data systems at a political level it's sensitize his leaders to the needs and the and the value of inclusive data.

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It supports both individual and collective action. It takes a really holistic approach by enabling data champions, the champions of inclusive data charter to develop bespoke action plans based on their own priorities and needs, but at a at a more collective

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level it facilitates knowledge exchange and collaboration and fosters global dialogue around inclusive data and underpinning all of this action is the five principles of being inclusive data charter, which all of the champion sign up to.

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And I think those will be shared in the chat, just now.

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So I want to highlight a few examples of how the way that governments are advancing inclusion and equity equity through their participation in the inclusive data charter.

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So this example comes from Kenya.

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In Kenya persons with disabilities have been consistently undercounted official estimates of disability prevalence vary from 4.6% to 2.2% in the country, which falls way below the global estimate of 15% persons with disabilities and the organizations

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that represent them have been very vocal about the consequences of being invisible data and have been lobbying for urgent action by the government.

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So the State Department for social protection in Kenya, committed to

action on disability data through the IDC, and they lead an inclusive consultation with communities and civil society to define priorities and an action plan persons with disabilities

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were very much at the heart of this process and this is very much what I'm talking about in terms of participatory practices around data.

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The plan then intentionally sets out to further empower and include them in the production and use of data.

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So the plan which you see the individuals in the photo here showing.

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It's co signed by the Ministry for Social Affairs and the Canyon National Bureau of Statistics, which formalizes the collaboration between those who are responsible for data production, and those who are responsible for using data in Policymaking and

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driving evidence based policy making and the plan commits to straight to to completing a national census of persons with disabilities to provide the data that's really needed for planning designing and implementing programs and policies.

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My next example comes from Columbia, where the government adopted intersection and differential approaches to data.

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So after decades of internal conflict that disproportionately affected different communities, there were deep, their deep deep inequalities in the country and very very patchy data.

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And what the government really recognized was that there are very different and overlapping identities that create different disparities for individuals who are disproportionately affected by the conflict.

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So the director general of the national Statistical Office which goes by dna which is a Spanish acronym. They recognize that they needed to change their data practices in order to reflect the intersection of nature of disparities in the data.

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So they convened an interdisciplinary group to explore how to better capture these inequalities and Donna settled on developing an intersection and differential approach which enter creates consideration of gender.

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Life Cycle ethnicity and disability into all aspects of national statistical production.

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So then they developed and rolled out a guide on this approach that could be used across the government and the guide really puts people especially those who are marginalized at the center of statistical processes.

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So Since launching the guide done I have integrated the guidance into their daily practices and began piloting new approaches to increase inclusion, such as consulting on new methodologies to reach LGBT populations.

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What's also really exciting is that Danny joined with the other champions of the inclusive data charter, and they convened together to produce global guidance on intersection of approaches, which was really inspired by the work undertaken in Colombia.

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So I think my colleague will share a link to that material in the chat as well.

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So now we're coming back to this question of what factors, enable data use for policymaking because I said we have increasingly a disconnect between the availability of information and data, and the end.

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And it's and it's use.

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So one of the things that we found in our consultations in the inclusive data charter and some of our other work on another initiative called the data values project is that increasing data use is almost more about people and culture than it is about

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processes and products. And in fact, we tend to focus our interventions. On the Tools processes of products and not as much as perhaps we showed on the people and culture.

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We need to further emphasize how to change people's behavior and attitudes, as well as the organizational culture that incentivizes data use data literacy and communication and collaboration.

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I want to also highlight the multi stakeholder partnerships are

critical for creating this link between data production and us. Because if we follow the inclusive and participatory product practices, I was just talking about it not only empowers those

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who are part of the process, but to be seen and to be heard, but it also enables them to hold decision makers accountable for actually doing something with the data.

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Once it's produced.

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So now, and on this last slide I want to highlight another initiative called the data values project, which is about defining and advocating for a common agenda that unlocks the value of data for all and really examines, what are the values that want

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that should underpin the data driven society that we want to see in the future. And it really wraps up the different topics I've been talking about today, because what we're finding from our network and community on, and we're our advocacy agenda is going

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in the Global Partnership for sustainable development data is really to emphasize agency, which is putting people in the issues they care about at the center and moving from seeing people as data subject today to agents.

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The second is a more democratic or participatory data governance, which is about the role that people play as I've been saying in data practices themselves and how data is conceived collected managed and then used.

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And lastly this point about utility, the relationship between data production in us and sustaining data use over time.

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In responsible ways.

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And so we're very keen as we evolve the data project, and push for these core sort of principles and values in the global community to listen to more people's views here different experiences and partner with other organizations around the world.

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So this is sort of an invitation for you all to reach out to me, and our colleagues and and work with us. So you can see my email address and some opportunities there on the last slide.

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And you're welcome to take a look at our website and our work. So thank you very much for having you having me.

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Thanks Jenna, that was great, um, there is just, you know so much that that you that you mentioned.

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And so much that I think a lot of us here would love to unpack as well in the q and a section. So now we'll move over to Denise, and just before I invite Denise to speak, just again, a reminder that will be doing the q&a after this so if anyone has any

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questions, please do pop them in the chat, and we'll we'll try and get to them.

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So yes, Denise over to you.

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Well, thanks so much for Pasha, and fixed much for the invitation I'm delighted to be here, and good time of day everybody.

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I'll maybe beg your indulgence before I begin, I just want to take a minute to promote a practice that we've adopted in Canada and it's referred to as a territorial or a land acknowledgement and it's rooted in indigenous diplomatic custom, and it's a

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practice that's been revived for meetings and events to acknowledge the indigenous nation or nations that occupy the territory where meetings taking place recognizing that we're participating virtually today in Atlanta acknowledgement involves thinking

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about what's happened in the past, and what changes can be made going forward to further the reconciliation process. Now we do this to to reaffirm our commitment and our responsibility in improving relationships between nations, and to improving our own

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understanding of indigenous peoples and and their cultures. So, with that, I guess I invite you to acknowledge the indigenous peoples of all lands and that we're on today so while we meet virtually as i said i i'd like to take a moment to acknowledge

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the importance of the land, which we call home. And since I'm here in Ottawa, Ontario, Canada. I am joining this meeting from the traditional and unseated territory of the Algonquin initially by people.

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So take a minute and and reflect on and acknowledge the lands upon which you join us today and the people made the people is there before you and who's made it possible for you to be with us today.

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So thanks again to a political fight for the invite. And the pastor thanks so much for being the screen share.

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I'm not great at multitasking so I do appreciate you driving the PowerPoint thanks so much. So, the next slide please with passion.

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So I'm quite ambitious and what I want to go through and less than 10 minutes and I will try to go through quite quickly because I'm.

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I'm sure the much more interesting part of this discussion will will flow further to your questions. So, you see, they're kind of what I'm going to try to achieve in the next 10 minutes.

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So on the next slide please for passion.

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So, why are governments interested in inclusive policies well, essentially inequality inequality, are bad, right it's not only bad for the people who experienced them but really it's bad for everybody, it's, it's not even just an issue of social justice

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and the right thing to do it negatively impacts the economy, it has impacts on social cohesion and that impacts everybody's well being.

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Now governments play an important part in in the well being of the population by providing supports and services by its spending power.

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And we really saw with coded.

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And the impacts of covered that, that it's important to be inclusive and.

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And we've seen that those who are already marginalized suffered disproportionately yet again during the pandemic.

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So it's public servants were given the responsibility to serve the public, the entire public. So it's important that when we design and

implement initiatives we understand the different experiences and outcomes that different groups of people might experience

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so that we ensure that our initiatives, respond to those different needs, and experiences.

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The next slide please.

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So, inclusive policy making. You know, it's about it's about the actual policies absolutely but it's also about the process of developing those policies.

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So we know that inclusive policymaking is driven by evidence and I really enjoyed listening to you, Jenna, and look forward to actually digging into some of the, the charter principles and work that you've done.

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But evidence obviously is like the rocket fuel for for inclusive policymaking.

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But so is our own I guess attitudes and position ality so we need to think about developing our policies and initiatives in terms of the needs of diverse people and recognizing that know group is images as Jenna was telling us.

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Everyone is unique.

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We need to think about how to leverage public policies to reduce inequalities, and certainly not to perpetuate them public policies that are inclusive, They represent the values of the needs of communities.

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They recognize that get no groups unique, and it that it's important to challenge our own assumptions and reflect on our own positions and the biases that we all hold that might be preventing us from seeing the issues are asking the right questions.

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And that's why inclusive it also needs to build.

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It needs to be built right into the process of policymaking.

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So that's about ensuring that all relevant government stakeholders

are are, you know, have had a voice, have a space, but also and more importantly that the people that are most affected by these policies can help shape them can influence them informed

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them.

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The next slide please.

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Thank you.

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So, an enabling environment for an inclusive for inclusive policymaking requires a strong political commitment, and that of senior senior management.

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We need the know how right public servants need to know how to undertake inclusive policy development that's about training and coaching and mentoring and working as a network, inclusive policy is also about coherence right where we talked about hold

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of government strategies we need a common vision and we all need to be pushing in the same direction. And finally compliance so that's around.

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Understanding the impacts and measuring results.

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So, enabling environment for inclusive policy requires like those pillars that you know those those four C's I guess.

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But it also should be framed around.

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Kind of a two pronged strategy right one where you've got targeted initiatives to address specific inequalities.

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But also, that, that the driver for all public policy, be inclusive and an equity, and that that be embedded or mainstreamed across everything, the government does.

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Government does. And that's my segue to what I actually want to talk to you about today that's gender based analysis plus, and that's a tool that we in Canada have adopted for guiding and supporting inclusive policymaking.

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So Canada's commitment to inclusive policy making as long standing out, we are a very diverse country.

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Several different realities, whether that be like geography or, or based on just the makeup of the population.

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Since 1995 GPA has been part of the Canadian government lexicon right it's part of it was, it was committed to further to the fourth, United Nation World Conference on Women in Beijing, and that's where the Government of Canada committed to mainstreaming

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at that time gender equality. Through the use of gender based analysis.

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So I described it as a tool.

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A process. Some even say gender based analysis plus is a state of mind. It's where we are guided through a reflection process where equality diversity and inclusion considerations are front and center and all we do.

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And we're guided to consider, who and how diverse people might be impacted by the policies and initiatives that we're developing.

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We're encouraged to think about the barriers the challenges and again our assumptions we seek out evidence both quantitative and qualitative, and most importantly we want to hear from the people who are impacted.

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And we need to think not only about the intersecting factors that influence a person, but also the social context in which they they reside and that might create a reinforce inequality, so we'll unpack that a little bit in the next couple of slides.

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So, again, to be plus it's not new.

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It is not an end in itself it's, it's a tool or a means to an end, it's a tool to guide, inclusive policymaking.

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So thank you, you are right on there that passion that is exactly the slide, I wanted to show so that that flower wheel or the popsicle sticks.

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This is a reflection of the identity factors that are part of the the GPA plus process, an intersection of process. Now the original focus as I was saying earlier was further to that 1995 Beijing commitment to action, and the focus was primarily not exclusively

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but primarily around gender.

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But over time it became more and more in intersection and its application and then in 2011, the plus was added. And that was to underscore that the scope of the analysis was brought into it was intersection and that we needed to think about the range

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of factors identity factors.

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And, really, to think about their intersections.

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Now we all have multiple factors that form, who we are. Nobody fits nice and neatly in any one of those categories.

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And again, these are not exhaustive what you see here on the screen there illustrative examples of the types of identity factors that might influence how we would experience public policy, there are a number of others, it could be your veteran status

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your immigration status citizenship, etc.

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Now gap plus will help guide us through the process of thinking about who is impacted by an issue that we're trying to address and how they might be impacted.

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Given those identity factors and their intersections.

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So on the next slide please.

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So, in addition to looking at the individual factors so if you look at the bottom left quadrant that would be the the wheel that I showed you, but you also have to look beyond identity factors and look at the context in which people reside live, work,

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etc. So, we need to think about group membership family peer groups

social networks, social context, the institutions and privileges and attitudes and norms that influence how people are that could influence the opportunities available to people.

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We need to think about systems of oppression and like we saw during the pandemic I mean they're systemic and structural barriers are alive and well unfortunately right they definitely affect how people will experience a pandemic in that case or even be

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able to benefit from government policies. So things like racism and sexism and Ableism etc all those isms are unfortunately alive and well there are things we do need to consider as we're developing policies and initiatives.

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Um, let's move to the next slide please.

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Let's move to the next slide please. Now this I will obviously not go through in detail what I'm trying to underscore here is Canada's experience of GPA plus.

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So, it's really been a process of continuous improvement, right, we came at it, kind of at a theoretical level early on, where, you know, we were all in agreement that but you know advancing equality, through public policy was a good idea.

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But it took a number of years to put in place the infrastructure to sort of make it real right to make it concrete and actually influence and impact, various policies and initiatives.

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So early on.

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GPA plus became mandatory and Treasury Board submissions. Now that's significant, because it is Treasury Board that provides old financial authorities.

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So to get authorities for spending for monies, you had to do a GPA plus.

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And then as you move through that sequence you'll see also that memorandum two cabinet word gap plus became a mandatory component of that. That's what's required for all policy authorities.

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GB plus became a mandatory component of that. That's what's required

for all policy authorities. So it was really putting in place that machinery or that infrastructure to actually give some teeth to the process of gender based analysis plus.

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I'll leave it there on that side please have a passionate the next slide. Yes, thanks so these are some of the lessons learned from the 25 plus years of applying GPA plus.

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And again we continue to strive to, to, you know, strengthen the methodology and its application, and to support folks in in its application in their day to day work.

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So there's some of the common or some of the key factors that we've identified with our experience in Canada and you know what drives you know successful implementation of GPA plus.

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So, a clear vision a common vision. You know that political commitment, the intersection of support focal points for leadership within the federal government but also the capacity to a decentralized capacity so that people across the government of Canada

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are able to apply it in their context, we need effective government mechanisms, we need to, you know, work towards mutually reinforcing actions or activities.

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And then finally decentralizing and really working towards ensuring that folks have the tools and the support that they need to apply inclusive policy making in their context using GPA plus.

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So, I see that I am getting short on time, so I will very quickly show you the next slide, which is how to do a GPA plus. Now obviously I'm not going to go through these questions and you can have a look at them.

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So, basically, there are five steps that we have identified in the approach. Now the steps are not sequential obviously as you do one.

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You're likely in forming the one prior and you go back and adjust. But what we see in the GPA plus process and I think it comes back to a lot of what Jenna was saying right we're looking at.

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We're looking at data and we're looking at intersexuality, we're looking at the diverse needs of diverse people.

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But we're also validating and informing what we do with input from people with lived experience. So in a nutshell, here's the key sort of parameters of doing a GPA plus, and always best to start, you know, as you're framing your policy question or, as

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you're trying to think through the problem that you're trying to address with your policy or initiative. So when you think about the the issue.

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Again, the question your assumptions there, who says it's an issue what what's the problem I'm trying to solve them. And who said it's it's a problem.

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may be experiencing the problem, then you're looking at people and their needs.

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That is the second step that's when you start unpacking right like you're unpacking the differential impacts you're looking at what what initiatives, you can tailor to to meet or address specific inequalities, you're looking at.

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Perhaps you're looking at networks and relationships that you might be able to leverage in order to better inform what the needs of various groups are, then you're moving into looking at these differences and the inequalities.

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So, what inequalities exist around the problem that you're trying to to address, whose voices have been heard.

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Is there evidence out there that you can leverage in order to unpack that further.

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And then again, as you're developing your options. You're looking your options and the design of your initiative has to really be connected to those earlier phases, obviously, it seems obvious but often when we see GPA pluses We'll see.

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Wonderful, wonderful analysis but when it gets to the actual design of the initiative, it doesn't always reflect, or address the gaps or the inequalities that have been identified.

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And then finally you're, you're looking at impacts and evaluation

and monitoring, because it is a process of continuous improvement so it's important to assess whether the design of your initiative is actually working in terms of reducing inequalities.

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I'll leave it there, I realized that's a very quick overview, but we do have additional information about how to do this. and I'll refer to that at the very end of the presentation.

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And then the next slide is just a few tips and tricks on how to do a good GPA plus. So, you're looking at the impacts of the issues being addressed being clearly identified, you're looking at using a good mix of sources of data quantitative and qualitative,

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you're thinking about how to make sure your options your approach will respond to the various and diverse needs of the folks that are impacted.

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You're looking at barriers.

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And you are thinking about disaggregate the data, and you may have, you may have had some challenges as you were doing your analysis in accessing disaggregate the data, why not use this initiative as an opportunity to generate new information on various

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populations. And finally, on the last slide, there's reference to some some some additional sources and tools that you can access to understand the process a little better and to think about how you might be able to apply it in the context of your work.

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So I'll leave it there and thanks so much.

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Thank you so much for that Denise that was really, really comprehensive and there's so much there to think about, and it was actually really interesting to see the different steps to using GPA plus.

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So we really want to jump into our q amp a now I'm in the final 15, or so minutes, so I can see that we've had a question from Andre in the chat, and I'm going to ask this to Jennifer.

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So Andre's question is, what are some of the best practices you can share for overcoming barriers in generating inclusive data, such as short timelines that don't allow the participatory participatory consult consultation and the need for a year by a

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comparison.

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And, which creates changing methods and capacity barriers etc so how do you overcome those barriers when generating inclusive beta.

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Thanks a lot for that question. I think it's important to ask because practical realities are what I think everyone on this call is probably dealing with all the time, right.

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So, a few thoughts from my side certainly not comprehensive. I mean, the first thing, one of the reasons why I sort of emphasize multi stakeholder engagement is because when there's a short timeline to produce something or an immediate need or something.

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If the systems aren't in place, or the consultative mechanisms aren't in place, then you have to look around and you say oh my goodness we don't have time to consult.

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Whereas if whatever agency or department or institution you work in.

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You make a conscious effort to cultivate those relationships through informal or formal mechanisms of engagement, and to do so on an ongoing basis, then those relationships are there, and it may be possible to consult actually quite quickly.

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So one thing I'd encourage is thinking about outside of any particular data collection exercise saying, what are the mechanisms for consultation we might need or want to cultivate and then another thing to highlight is that I certainly repeated numerous

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times this idea of being participatory but of course it is not realistic to include every person in everything, right. So, just as we do with governance and other areas.

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Many times people delegate they delegate to representatives community based representatives elected representatives etc. And so there are ways of identifying mechanisms for sort of delegated authority where communities can say I sort of trust this representative

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organization or individual to kind of engage on my behalf.

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Indeed light, that's one of the approaches that I highlighted in Columbia where what Danny did is they put together a sort of committee or mechanism and, or task force, where, where they were bringing in individuals experts representatives, the inclusive,

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the UK Office for National Statistics has just established an inclusive data Task Force. And so there are mechanisms, you can use to get a sort of delegated authority, I want to highlight of course that those kinds of things can become stale can become

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tokenistic and so there's a need to refresh and make sure that the people who are attending these are really representing the people that are meant to represent etc but nonetheless that can be a mechanism as well.

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I think your methodology point about your on your comparison is a very important one and here I think what we're seeing from our network in our community of statistical offices of line ministries that have data collection units is where the decision is

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that I change needs to happen, even if it distorts the year on your comparison, but that that has been undertaken in a very thoughtful and robust way so that from there then, where there is a change those change cuz can be noted, but a kind of the integrity

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of the time series can be preserved as much as possible, or a sort of a one time change so it's not to look at it this is like a constantly changing issue on where you need your on your comparisons in a data set, but if it's needed, then it sort of needed

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needed and edit and it's undertaken as a really thoughtful effort to happen not so often, but also there are ways of re conceptualizing approaches. So one of the things that took place for example we have examples from Peru and Columbia where they recognize

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that their census process was not doing justice to their indigenous populations, so when they engage engaged indigenous groups to actually look at questions and reformulation which may have affected the time series.

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But one thing that they did was they engaged indigenous enumerators.

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So looking at your collection practices like are there people who you need are there other ways that don't affect the data themselves,

but that that make a meaningful change for the people being measured so that's that's another one to consider.

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And the last another one I want to highlight is about complimentary data sources. So it's important to recognize that surveys that take place every two or five years are important and require certain integrity.

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The Census requires a certain integrity, and there are a lot of ways, especially now with new technology and new approaches to data and digital technology for capturing information that can provide a complimentary data source that can supplement or provide

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additional insights into the lived experience of a particular group. So another area of our work in the global partnership and where we see a lot of action in the global data and statistics community is around a concept of citizen generated data which

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is where groups or organizations on on behalf of groups, engage in data collection themselves, and can actually provide that in quite robust form to policymakers.

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There's some information on our website about that as well so there's complimentary data sources for capturing people's lived experience. And one last thing because there's also sort of capacity so capacity for ordinary individuals to engage on data questions

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which feels like it's going to be quite like the skills gap there is going to be quite broad through some of the work we've done on citizen generated data we've seen how you can build capacity of individuals with the communities that the organizations

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that represent communities over time to engage. So, so when taking it an institutional level, a decision that this is important.

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Investing in the capacity of people to engage, is an important element in the consideration. That's not going to happen overnight, but over time can bring real benefits.

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Thanks Jenna, and Denise Do you have anything to add to that agenda. You did such a brilliant job with that one but maybe I just underscore a couple of points.

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I'm not that, lemme Canada has made improvements he's not absolutely

cracked that nut yet but there are things that have allowed for some improvements to be made and I think around being being proactive and having this ongoing priority of engagement,

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and sort of collective

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considerations around data that's certainly been helpful and in in in increasingly we've been working government wide hold of government wide and and there'll be a focal points gender based analysis plus focal points across the government of Canada, and

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and a lot of the, the departments and agencies have have long standing relationships with the various groups. So we really have been trying to leverage those sort of relationship leaders are lens leaders in order to guide actions in other areas of us

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easier in the area of social policy but folks may be working on a more scientific domains may not have those same relationships or or easy access, I guess, to, to, to, people with lived experience.

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So, as working across, you know departments and various organizations, allows you know certain departments and agencies to leverage the the know how and the relationships that others have.

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So again it's been around governance and trying to work as a, as a collective I guess, and that's been helpful in that regard.

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Great, thanks Denise, um, we are fast approaching the end of the workshop, but I'm going to see if we can squeeze in a couple more questions. And so for that if we could get really snappy answers from the both of you that would be brilliant.

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So the first question I asked her, and Denise I'll just shoot it back over to you is how do you get buy in from senior leadership to have inclusive language built into policies.

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Yeah, that's a that's a million dollar question.

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So, inclusive language and policies is and getting that buy in has got to be top down, and bottom up at the same time.

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So, when there's a strong political commitment and like you saw in the trajectory of GPA plus when it becomes part of the DNA and of

polycymaking.

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You certainly it certainly stimulates interest and, and by in that stuff.

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Good.

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Perfect, thanks Denise and a question for Jenna, how do you determine which interest group should be involved in the data gathering part of the policy making process.

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Yeah, I think, Denise said it right with it really starts with what question Are you trying to answer or what problem are you trying to solve and for whom.

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So, I mean, that's all I'll say is really the end, how are they affected.

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And sometimes that question has to be asked back to the community to uncover different questions that need to be asked

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to, and then just off the back of that. How can you consider intersection ality meaningfully without just it becoming a tick box, exercise, and kickboxing a range of protected characteristics.

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This is a question that has come in before the workshop started.

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That's a great question.

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So, how to make it meaningful, rather than yeah and dealing with the you know the many many possibilities in terms of characteristics of the various people that you know the diverse people that we're trying to serve.

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And I just I often just with our statistical unit.

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It's not about finding you know the the indigenous person with red hair living in the north right like that is not the point of intersection analysis.

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You're, you're trying to identify those folks, you know, start with

those folks who you see as most impacted most marginalized and most interested or around the issue that you're trying to solve.

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And then start from there and work from there. By thinking through those issues, and hearing those are, you know, those perspectives.

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You're a long way in in addressing issues that many different groups make may face, and also identity factors are only part of the things that are part of the issues that you should be considering it's not because somebody is living with a disability

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or is black or indigenous, that is rarely the problem, right, it is the systems, it's the infrastructures that are there the institutions, and oftentimes in looking at the gap the challenges and barriers that are presented by institutions and systems

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again you're addressing issues, beyond those faced by any individual group.

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We can talk about ally ship and working you know towards equality, but that's I guess a different section.

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Yeah, thank you. Thank you, Denise.

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And I'm going to ask our final question, which I'll come to Jennifer, the answer. What happens after a policy or an initiative has been implemented. What should their follow up be to see whether the inclusion measures, whether that's inclusive data inclusive

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policies to see whether those measures have actually worked. Yeah, I mean i think there's a pretty straightforward one in terms of monitoring and evaluation which is I think now, an integral part of policy making and creating those feedback loops, but

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I at the risk of kind of just repeating myself I think it's the inclusion of people for whom the policy or program was designed to, to support, being able to feed back into being able to provide that information back to the institution.

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Thanks Jenna, Denise. Yeah, built on that little tip is when you are designing your initiative, whether it be infrastructure development or whatever, if you've got amongst your key objectives, something related to equality diversity and inclusion.

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That goes a long way in ensuring that that is measured throughout.

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Otherwise if it's buried.

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As you know, the sub sub objective, then you've risk. Yeah, not having it front and center and measuring throughout so that is a little tip that I found to be helpful is having inclusion, amongst primary objectives, regardless of the, the theme of your

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your initiative.

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Thanks Denise, and thank you both for some really insightful answers to the questions that we've had come in. So we are now fast approaching the end of the workshop.

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So, like it is a political tradition, I'd like to ask everyone who's listening to share their one word takeaway from today's session so have a thing and just pop it in the chat.

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And you know how you feeling at the end of this session, what is it that's really struck you What are you reflecting on. And, yeah, it'd be really nice to see everyone's one word takeaways coming through on the chat.

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So thank you everyone for watching or listening, and for taking time out of your day to join us. We really appreciate it. I can see we've got lots of, we've got a few ones coming through we've got participation, informative inspired data for systems change

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which is great engagement priority agency ownership, I think for me, data agent has stood out and I'm taking that away I think those are really powerful really powerful statement that was made today.

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So thank you everyone for joining us as we wrap up. I just want to remind everyone who's registered that you'll receive an email tomorrow with the recording of this workshop and any resources from today's conversation and there are a lot of resources

01:15:00.000 --> 01:15:05.000

that have been shared so we'll make sure to put them in that email.

01:15:05.000 --> 01:15:17.000

Jenna, and Denise thank you so much for joining I think your presentations were incredibly detailed, and it was really great to

hear about the work that you do and the different perspectives and experiences that you've had.

01:15:17.000 --> 01:15:21.000

So thank you both so much.

01:15:21.000 --> 01:15:41.000

Okay. Brilliant well thank you everyone for joining. I hope you have a great rest of your day. And you can come off mute and switch on your video and say goodbye if you'd like.