

EXecuTALK: The Executive Sponsor – Making Room for New Voices - Learning journal

While there have been advancements in achieving greater gender parity in the federal public service, there are still gaps in the representation of racialized groups within the executive cadre. Whereas allyship is considered fundamental for cultivating a culture of inclusion, **sponsorship is a proactive mechanism that can be instrumental in helping to advance a career.**



Collectively, allyship and sponsorship can help mitigate unconscious bias and address systemic barriers in the workplace. Along with investing in supportive workspaces and creating a robust culture of learning and development, executives are being called upon to actively support career opportunities for underrepresented employees through sponsorship.

In this EXecuTALK, speakers will share their experiences with sponsorship and how it positively impacted their career. Executives will be invited to consider how they can leverage their unique position to support the professional growth of Black and other racialized employees and make space for new voices to thrive.

This learning journal is designed to support your experience of this EXecuTALK. It is a place to collect your thoughts and consider your next steps in your role as an executive.

Using this Learning Journal

This is your time and your space to address your relationship with a very serious subject. Take that time. Download this journal or print out a copy; research supports the benefits of putting pen to paper. It will help you consider how your learning applies to your work and your responsibilities as an executive. Take notes! Use mind maps or link key words to form and broaden ideas and perspectives. Reflection is key to learning.

Pre-EXecuTALK Reflection

As a first step, acknowledge how you are feeling about the topic of this EXecuTALK. More specifically, what are your thoughts and how do you feel about the executive sponsor role? This document is intended only for you so be as honest as you feel comfortable. Are you interested in becoming a sponsor? Were you aware of this strategy and, if yes, have you considered this strategy in the past? Are you simply swamped and overwhelmed and wondering how to fit this into your list of priorities? Something else?

Take notes. Use colour, pictures, drawings, headlines, flow charts. The space is yours.

Post-EXecuTALK Action

What argument, if any, convinced you to take action or to continue taking action?

What action(s) will you take or continue to take?

What will you stop doing?

What surprised you?

What resonated with you?



What inspired you?

[Empty text box for response]

How will you be a role model?

[Empty text box for response]

How will you bring this back to your organization and lead the change?

[Empty text box for response]

