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Inclusion and Diversity in Geospatial Information Management: A Canadian Perspective

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A Call to Action

- The Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service was launched in 2021 to combat racism and to build a diverse, equitable and inclusive public service.
- May 2023 the Clerk of the Privy Council provided direction on next steps to advance the Call to Action on Anti-Racism, Equity, and Inclusion, to accelerate our efforts towards meeting these objectives. Key highlights are that Deputy Heads are being asked to: set goals, measure progress and establish accountability mechanisms.



The Canadian Workforce

Women In STEM

According to Statistics Canada 2021 Census:

- 34% of Canadians with a STEM degree are women
- 23.5% of employed women are in STEM occupations

Women in GIS

- **Representation:** Women accounted for approximately 35% of the GIS workforce in Canada at the time of the report*.
- **Education:** Women were well-represented in geospatial education, making up about 55% of the students enrolled in GIS-related programs.
- **Employment Level:** The study found that women were more likely to be employed at entry-level positions in the GIS industry compared to men.
- **Leadership Roles:** Women were underrepresented in leadership and management positions within the geospatial industry.

*"Women in GIS in Canada" report published in 2018



[Black Employees Advisory Council](#)

Learn more about opportunities for Black employees to connect, support one another, and work with allies to eliminate anti-Black racism at NRCan.



[Circle of Nations](#)

Find relevant information to raise your level of understanding of Indigenous peoples and cultures, learn about upcoming events, share methods and tools to better engage and partner with Indigenous peoples and learn how NRCan's work impacts Indigenous peoples.



[Indigenous Employees Network](#)

Find information on Indigenous associations, businesses, organizations, bands, communities, groups, news, and peoples.

We have established several employee networks

Together we are building a culture of allyship & a strong EDI community



[NRCan Veterans Group](#)

Discover the support NRCan provides Veterans and the various opportunities open to connect, network, and share lessons learned.



[Visible Minority Advisory Council](#)

Learn about creating a representative and inclusive workforce.



[Young Professionals' Network](#)

Find opportunities to learn, socialize, and develop your career.



[NRCan Pride Network](#)

Learn about promoting a healthy and inclusive work environment for NRCan 2SLGBTQ+ employees and their allies.



[AccessAbility Network](#)

Experience the network's safe space and connect with allies and colleagues with disabilities, learn about helpful resources, and give and receive support from each other.



Inclusion and Diversity in Geospatial Information Management

- Women in STEM: GeoConnections Career Alliance 360 Program
- Derogatory Geographical Names
- Women's Place Names
- Indigenous Geographical Names
- Air Photos for Reconciliation



Women in STEM at NRCCan



One of our initiatives: **Career Alliance 360 Program**

Through the GeoConnections program, the Career Alliance 360 Program was designed to enhance representation of women and Indigenous Peoples in key STEM fields with a particular emphasis on northern Canada. Over the years, multiple projects were funded, and co-op students were working closely with NRCan's Canada Centre for Mapping and Earth Observation staff.

We are also taking part in an Inclusive Science Lab headed by the Office of our Chief Scientist.



Actions on Derogatory Geographical Names

- Official geographical names that contain harmful, inappropriate terms and derogatory slurs occur in Canada
 - Certain cultural terms that were accepted in the past are no longer tolerated in our society
- Place naming is generally the responsibility of provinces/territories
 - Geographical Names Board of Canada (GNBC) is coordination body
- All naming jurisdictions are aware of derogatory names that exist in their province or territory
- Advisory added to website:

Content advisory: The Canadian Geographical Names Database contains historical terminology that is considered racist, offensive and derogatory. Geographical naming authorities are in the process of addressing many offensive place names, but the work is still ongoing. For more information, please contact the [GNBC Secretariat](#).



Recognizing Women with Official Names

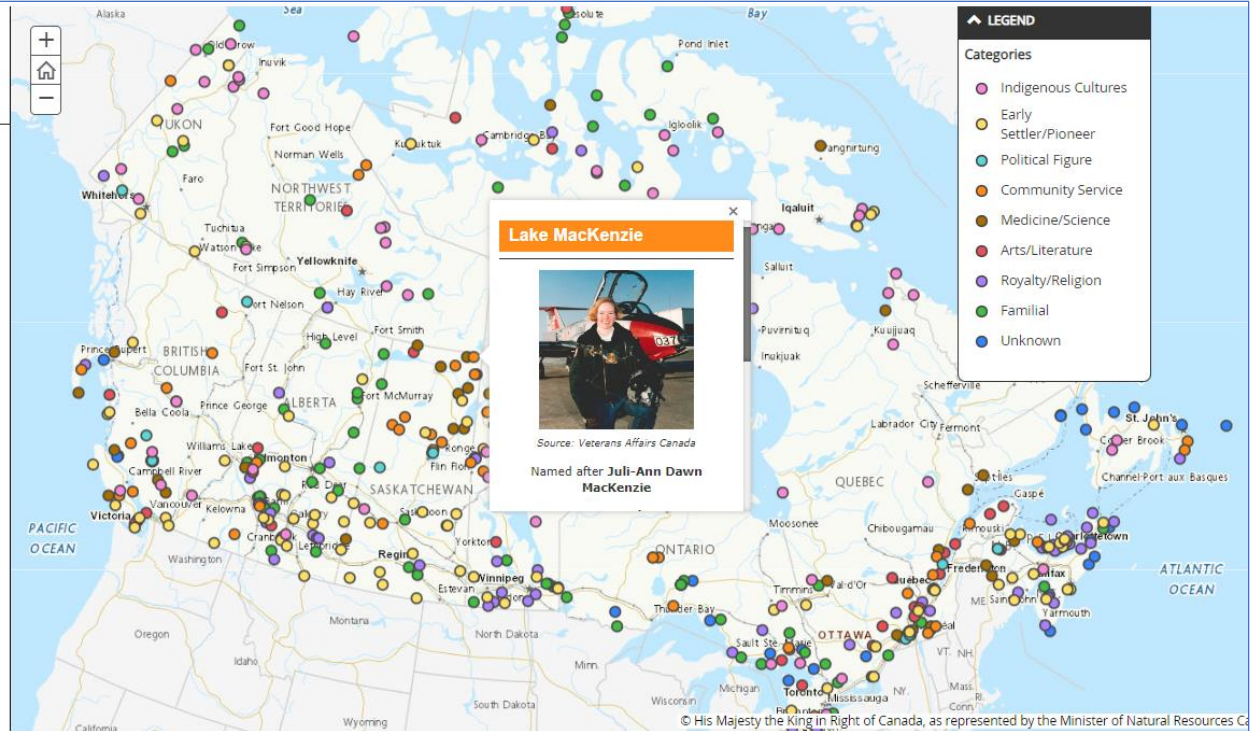
Recognizing Women with Canadian Place Names

Women on the Canadian Landscape

This map offers a sample of close to 500 official place names approved by the federal, provincial and territorial naming authorities of the **Geographical Names Board of Canada**. The selected geographical features are named for women from a range of backgrounds who have been remembered for different reasons. Clicking on each point on the map brings up a short description of the story behind that place name. The descriptions reveal that information about these women and the places named for them varies widely; some are well-known and well-documented figures, while little is known about others.



From left: Thérèse Casgrain, Lucy Maud Montgomery, Gabrielle Roy, Emily Carr, Saint Kateri, Agnes Macphail



Recognizing Women with Canadian Place Names <https://canada.ca/womens-map/>

La toponymie du Canada rend hommage aux femmes <https://canada.ca/carte-des-femmes/>



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Promoting Indigenous Place Names

Stories from the Land: Indigenous Place Names in Canada

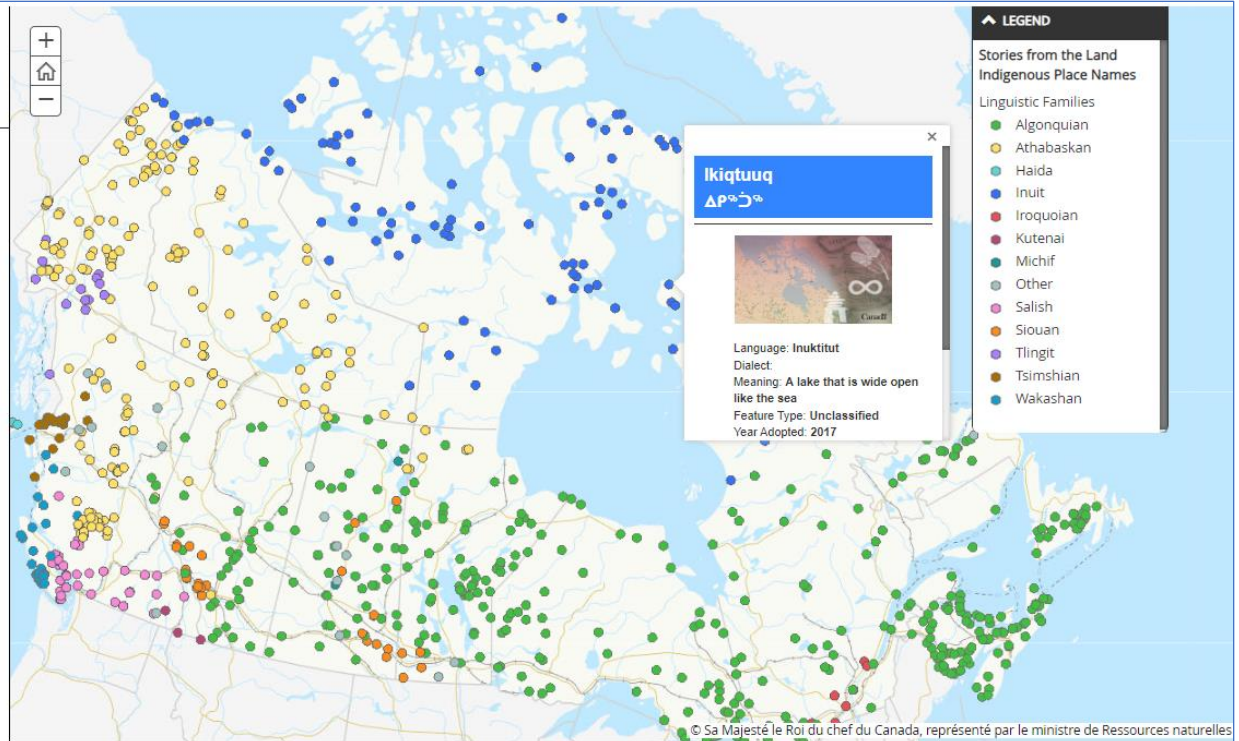
Towards reconciliation

Exploring Indigenous place names in Canada offers all Canadians a lens through which to better understand the languages, histories, and cultural heritage values of the lands on which they live. An exploration of these names not only provides insight into the Indigenous past and present, but is also a step towards a reconciliatory future.



Travelling by dog team, Baffin Island

Source: S. Bannon



Indigenous Place Names in Canada: <https://canada.ca/Indigenous-place-names/>

Noms de lieux autochtones au Canada: <https://canada.ca/Noms-de-lieux-autochtones/>



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Indigenous Names Data

Government of Canada / Gouvernement du Canada

Search the website

MENU

Canada.ca > Natural Resources Canada > Maps, Tools and Publications > Maps > Geographical names in Canada > Indigenous Place Names

Indigenous Geographical Names Data

The Indigenous Geographical Names dataset contains over 20,000 official place names with origins in First Nations, Inuit and Métis world-views, extracted from the [Canadian Geographical Names Database](#), Canada's authoritative national database of place names. The dataset includes the names of populated places and administrative areas, water features such as lakes, rivers and bays, and terrain features like mountains, capes and valleys. The data are provided by federal, provincial and territorial naming authorities.

The Indigenous language of origin is identified where known, and over 60 Indigenous languages are identified in this dataset. Many other Indigenous place names exist in Canada and will be added to this dataset over time.

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This map illustrates data from the Indigenous Geographical Names [Web Map Service \(WMS\)](#).

Government of Canada / Gouvernement du Canada

Search the website

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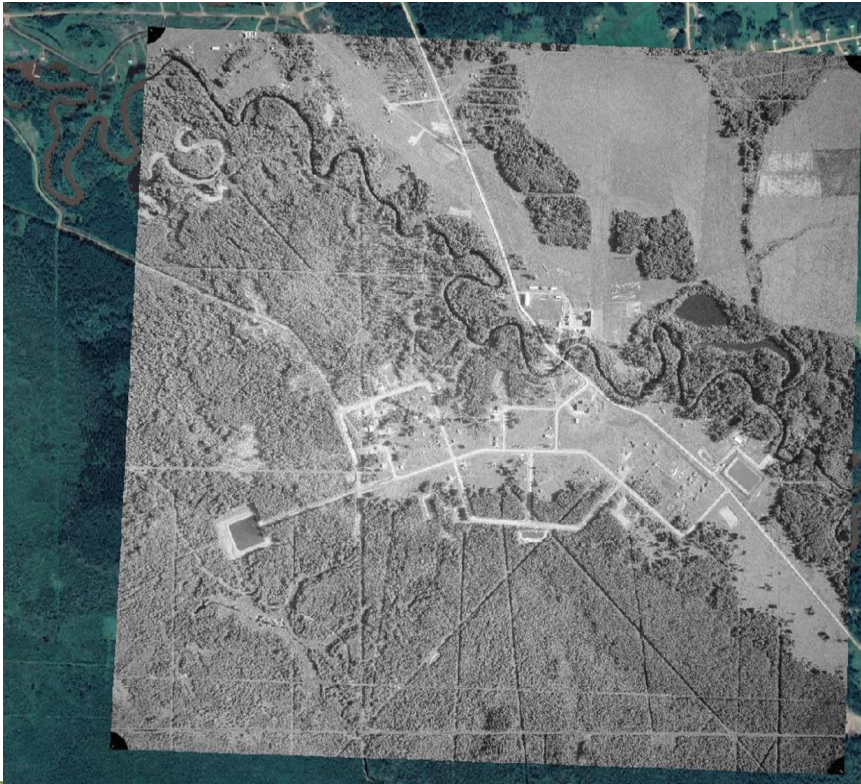
Canada.ca > Natural Resources Canada > Maps, Tools and Publications > Maps > Geographical names in Canada

Innu-aimun audio for place names in Labrador

Hearing a name brings a place name to life, rather than only seeing a name on a screen or map. The Innu Nation in Labrador has shared over 400 audio files of their geographical names with the Geographical Names Board of Canada. The audio has been incorporated into the Canadian Geographical Names Database. Users of the database can hear the pronunciation of Innu place names, spoken by Innu-aimun language speakers.

Each dot represents an official Innu geographical name. Clicking a name will open a new tab to the Canadian Geographical Names Database to hear the name pronounced in Innu-aimun.

Historical Aerial Photography



- Assumption Indian Residential School
- Hay Lakes, Alberta
- Photo Date: 6/14/1970
- NAPL Roll: A21607
- School Operations: 1951-1974



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