

## **Summary of Results from the PCH-OCADU Futures-Thinking Project:** **“The Futures of Canadian Identities”**

This foresight exercise revealed the following two critically uncertain drivers of change:

- 1) Decolonization – the process of dismantling colonialist power in all its forms, including direct and indirect economic control and the primacy of colonial languages.
- 2) The concentration of wealth and power.

### **Content Insights (the ‘what’):**

- **A singular, grand-Canadian narrative (based on 2 founding identities) is incorrect and out-of-date.** How do we ensure that more inclusive narratives inform government programs and policies?
- **Developing a vision of a decolonized Canada has benefits for all Canadians** not only for Indigenous people and could help evolve the traditional conception of Canadian identities.
- **The stewardship of the environment may provide key elements of convergence between Indigenous and non-Indigenous Canadians,** not only towards reconciliation, but also as a common foundation for a renewed national identity that can build bridges among minority groups.
- **The speed of social and familial change is creating tensions that could reinforce homogenous sub-groups who remain isolated from one another.** As people cope with rapid changes, there is an increased risk of retreating to niches.
- **Diversity and inclusion policies should not only be outward-looking (i.e. serving Canadians), but also shift internal culture within the federal government.** How do we do this in a way that acknowledges the voices of Canadians who have traditionally not had access to mainstream media and other platforms or those who are marginalized in the workplace?
- **All scenarios pointed to radical changes in the future of work.** The erosion of identity that coincides with the loss or change of work may present opportunities to reimagine Canadian identities based on creative, artistic, and athletic pursuits.

### **Process Insights (‘the how’):**

- **The process of foresight highlighted that inclusion happens when diversity is intentionally designed from the outset.**
- **Regularly practicing foresight builds organizational resilience** (i.e. better preparedness for surprises): signals collection and trends detection is a feedback mechanism that increases an organization’s ability to adapt to change.
- **Changing a culture to become more resilient takes time and requires uncomfortable conversations about sensitive issues.** The discomfort with some of the findings demonstrates that the process was successful at revealing organizational blind spots.
- **This OCADU-PCH project is a beginning of an iterative process** - PCH can further explore and develop implications from the repository of signals, trends, and drivers identified, and maintain relationships developed to ensure ongoing diversity of views.