BRIDGING THE DISCONNECT: WORKFORCE & EMPLOYERS

3 BIG IDEAS

Inclusivity in the workplace improves business outcomes by expanding talent pools, strengthening workplace culture, and enhancing employee engagement

Shifting socio-economic and political influence shape individual's and employer's perceptions and expectations of DEI within workplaces and communities

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2 WAYS TO PUT THIS INTO PRACTICE

Avoid performative programming / initiatives; seek to embed inclusivity into organizational policies/practices

e.g., inclusive language in job postings, ongoing training, and adaptable workplace supports

Gather evidence of impact to make the case for inclusion and inform customized strategies

1 NEXT STEP

Select either workforce recruitment, training / hiring, or engagement to focus on.

Identify one shift you can make in your own context, including how you will measure the impact of this change.

ADDITIONAL RESOURCES

Pan-Canadian Competency Framework for CDPs

- 22.1 Work with Employers to Create Job Opportunities
- 22.2 Support Employers in Development of Recruitment and Selection Strategies
- 22.3 Support Employers and Employees in Development of Job Maintenance Strategy

DiversityLeads: Diverse Representation in Leadership - A Review of 10 Canadian Cities

Mentorship in the Workplace: Employee Participation and Perspectives

The Future of DEI: What it Means for Your Workforce