

STRATEGY #6: Creating Inclusive Workplaces

Cooperation and mutual understanding are essential components of successful inclusive workplaces.

Diversity and Inclusion

It becomes difficult to create an inclusive workplace if individuals are disrespectful towards, or disregard, employees, including those with disabilities. If there are concerns about a lack of awareness of employee diversity and inclusion, the employer should not hesitate to act.

Workplace issues: **Some co-workers are discriminating against other employees.**

If this occurs: **Confirm that each employee understands diversity and inclusion.**

The employer or supervisor should:



1. Check whether the employee is aware of the Canadian Human Rights Act.

All employees have the same right to work.

Tip for success: Use content from Tool #2 in the HIRE for TALENT toolkit to increase employee awareness of disabilities.



2. Check whether the employee is aware of the Employment Equity Act.

Employers are required to implement an employment equity program to remove barriers for women, members of visible minorities, Aboriginals and people with disabilities in order to achieve a representative workforce.

Tip for success: Use Employee Resource Groups (ERGs) to organize awareness workshops or engage in Lunch and Learn discussions about diversity and inclusion.

Canadian Council on Rehabilitation and Work
Saskatchewan Abilities Council



HireForTalent.ca

HIRE for TALENT has made every effort to use the most respectful words possible while writing these materials. We realize, however, that the most appropriate terminology may change over time. We developed these materials with the intent to respect the dignity and inherent rights of all individuals.