

Diversity in Canadian Workplaces Initiative

ACCES Employment's **Diversity in Canadian Workplaces Initiative**, funded by Canadian Heritage, is an innovative project that will examine barriers and challenges faced by racialized minorities in Canadian workplaces as they move through various phases of employment (i.e., hiring, retention and career mobility).

The project will identify and deliver strategies for addressing these barriers and challenges by working collaboratively with employers to develop solutions that will help their workplaces and teams to strengthen their equity, diversity and inclusion practices.

The project aligns with ACCES's vision of achieving a fully inclusive labour force, which reflects the diversity, skills and experience of Canada's population.

OUR APPROACH

Environmental scan of existing projects, committees, and initiatives in the Greater Toronto Area

Employer engagement and input: best practices, solutions, and opportunities for growth

Survey and analysis of barriers faced by racialized minorities and newcomers across their employment experience

Dissemination of best practices to achieve EDI success

Developing practical training modules based on best practices and solutions identified

Analysis and translation of key themes and findings in the form of online publications and reports

PROJECT GOALS AND OUTCOMES

Employer Outcomes

To share best practices, and hybridize effective EDI strategies and ideas in employment

To implement EDI strategies in the workplace to improve work culture day-to-day practices

To engage small and medium sized employers (including those who did not participate) to encourage further learning of strategies and practices

Outcomes for Racialized Jobseekers and Employees

To increase their level of job satisfaction and retention (as a result of enhanced cultural competency in the workplace)

To increase the chances of recruitment and career mobility/ advancement

To reduce/eliminate the discrimination and racism experienced by racialized immigrant and minority jobseekers and employees

To improve their overall participation in the Canadian economy and social life



WE ARE
LOOKING
AT:

Racialized Jobseekers and their Employment Experiences



HIRING AND RECRUITMENT



WORKPLACE CULTURE AND RETENTION



CAREER DEVELOPMENT

Employer Best Practices in Achieving Greater Equity, Diversity and Inclusion in the Workplace



WORKPLACE CULTURE



POLICIES, PRACTICES, AND PROCESSES



SOLUTIONS AND BEST PRACTICES



TRAINING AND REPORTS



EVALUATION METRICS FOR SUCCESS