

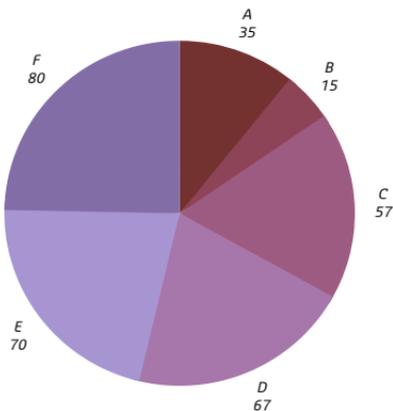
“ A lot of flowers make a bouquet.

Islamic Proverb

The Inclusive Workplace Checklist

EMPLOYER
LEARNING
RESOURCE

THE BUSINESS BENEFITS OF AN INCLUSIVE WORKPLACE



A. % higher yield with ethnically diverse workforce.

B. % higher yield with gender diverse workforce.

C. % of employees who consider D&I an important element of their workplace.

D. % of job seekers who consider D&I an important element in their workplace which affects recruitment and retention.

E. % of new market audience captured.

F. % who would rate their organizations as high performing.

source: <https://www.builtin.com>

Funded by:

Financé par :



Immigration, Refugees
and Citizenship Canada

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INCLUSION IN THE WORKPLACE BEST PRACTICES CHECKLIST

Access to Resources

We give employees the necessary tools to be inclusive so that natural and valuable solutions are easy starting points to influence behaviour.



Having a Voice

Our leaders and managers proactively find ways to give all employees a say in decisions that impact their work.



Being Accepted and Valued

We support all our employees to feel connected to our common cause and recognized for their uniqueness. We celebrate everyone's unique perspectives, strengths, skills and experiences they bring to work.



Learning and Development

We allow our employees to grow and innovate and offer opportunities for development and advancement of their careers in our organization. We care about their ideas and aspirations.



Collaborative Environment

We help teams break down silos and feel a stronger sense of connection between each other through collaboration. Every individual's strengths and skills are utilized.



Intentional Focus on Best Practices

We weave inclusion into the culture, mission and values of the organization, by promoting diverse ideas and perspectives. We make inclusion a strategic imperative so that we can take action.



Create a Sense of Belonging

We support every employees' well-being, engagement and overall success at this organization. They feel they are part of an environment that knows and values them.



source: <https://www.forbes.com>

The Immigrant Employment Council of BC (IEC-BC) is a not-for-profit organization that provides employers, HR recruiters and hiring managers with solutions, tools and resources they need to attract, hire, retain and develop qualified skilled newcomer talent.