



Mahatma Gandhi

lo culture can live if it attempts to be exclusiv

The Inclusive Workplace Mindset



- I will CELEBRATE other's work and acknowledge how differences add value to the team.
- I will make an effort to UNDERSTAND multiple viewpoints, to work with those who think, act and believe differently than me.
- I will ACKNOWLEDGE other's experience may be different than yours, but no less valid.
- I will SAY SOMETHING when I see unfair treatment or any person being excluded. I am as much at fault for standing by and doing nothing.

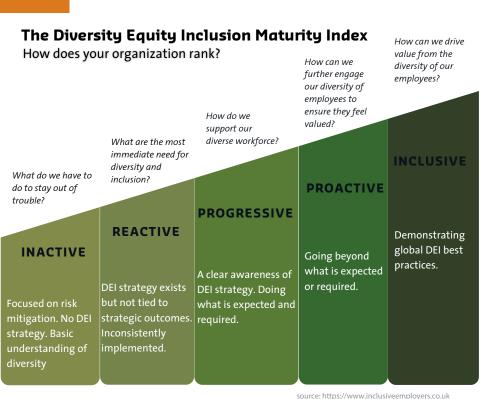
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TOP TIPS FOR EMPLOYERS

- REMPLOTERS
- Be patient. Achieving an inclusive workforce takes time.
- Remember the bigger picture in everything you do.
- Focus on psychological safety.
- Create an environment where people will be encouraged to have courageous conversations around inclusion.
- Ensure people understand why this is important to the organization and to them individually.
- Be purposeful & strategic in your actions.

source: https://www.osfi-bsif.gc.ca

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.

