



ADVANCING DIVERSITY, EQUITY, INCLUSION & BELONGING
THROUGH ORGANIZATIONAL LEARNING & DEVELOPMENT

INDIVISIBLE

Indivisible (adj.): unable to be separated

visible (adj.): to be seen or perceived

Diversity, Equity, Inclusion & Belonging (DEIB) and Learning & Development (LD) Framework

We help businesses across British Columbia to be:



- future-ready,
- resilient and,
- more globally competitive.

We work with employers, talent recruiters, community service partners, and the government to create innovative purpose-driven portfolio of programs, tools and resources that address current and future opportunities and challenges with immigrant employment, settlement and integration.



We work together to make Canada a country of choice to work where every individual in the organization, no matter what role and responsibility, can perform at their highest potential. We embrace cross-cultural diversity of talents, perspectives and experiences that inspires innovation and promotes unlimited success.



We believe in creating a foundation of workplace inclusion, embedding a culture of learning and engagement, ensuring there is open communication and implementing fair employee up/re skilling opportunities. Companies can build a stronger diverse workforce and contribute to Canada's economic growth and stability.



We value being dependable, trustworthy and open.
We champion having integrity, empathy and courage.
We connect to our employees, our clients, and our communities



The Immigrant Employment Council of BC (IEC-BC) is a not-for-profit organization that provides BC employers with solutions, tools and resources they need to attract, hire and retain qualified immigrant talent. We believe that the successful integration of skilled newcomers into the BC labour force is critical to both their success and the province's long-term economic performance. We work with employers, government, and other partner stakeholders to ensure that BC employers can effectively integrate global talent.

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Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



YOU ARE VISIBLE. WE ARE INDIVISIBLE

DEFINING THE TERMS

DIVERSITY

the attributes of an individual including race, age, nationality, ethnicity, education, socio-economic status, sex, sexual orientation etc.

EQUITY

recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

INCLUSION

seen as a universal human right. It is about giving equal access and opportunities and getting rid of discrimination and intolerance (removal of barriers).

BELONGING

the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group. It is when an individual can bring their authentic self to work.

INTERSECTIONALITY

the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalise people – gender, race, class, sexual orientation, physical ability, etc.

Source: Canadian Center for Diversity & Inclusion; Womankind; Human Rights Careers; Inclusion.Me

**Diversity is a fact,
Inclusion is a choice**

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Professional Skills Development

Employers who want to future proof their business are increasingly aware that they must have a professional development strategy in order to attract global talent, but more importantly, retain that talent.

Job seekers and current employees are demanding entirely new standards in a transformed world of work. Some key factors that will determine whether a company will be an employer of choice include:

- better work-life balance
- more flexibility in a hybrid workplace
- learning opportunities to reskill or upskill for career progression
- a deep connection for purpose-driven work within a culture of inclusion

Human-Centered Company Culture

Building a truly human-centered company culture requires a strong leadership team that invests in employee well-being and treats everyone with care and respect.

IEC-BC's Employer Advisory Group helps business owners, hiring managers, and HR professionals to deliver on DEIB and L&D strategies through community of practice sessions, voice of the employer focus groups and other engagement activities.

By sharing industry knowledge and discovering valuable insights, we can change outdated systems, transform conventional paradigms and help individuals and organizations reach their highest potential in the future state of work.

Please contact our employer engagement team to learn more



iecbc.ca



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