

**Wood Buffalo
Workplace Inclusion
Charter:
Implementation and
Expansion Phase
RACIDE - May 10,
2023**



Road Map

Why did we develop a Workplace Inclusion Charter?

Who worked on the development?

What are the main components of the Charter?

Next Steps



Why Develop a Workplace Inclusion Charter?

The Wood Buffalo Workplace Inclusion Charter supports businesses in becoming more inclusive, which has many benefits, including improving employee attraction and retention, increasing productivity and financial returns, customer experience and being better able to tap into underserved markets.



The Benefits of the Workplace Inclusion Charter

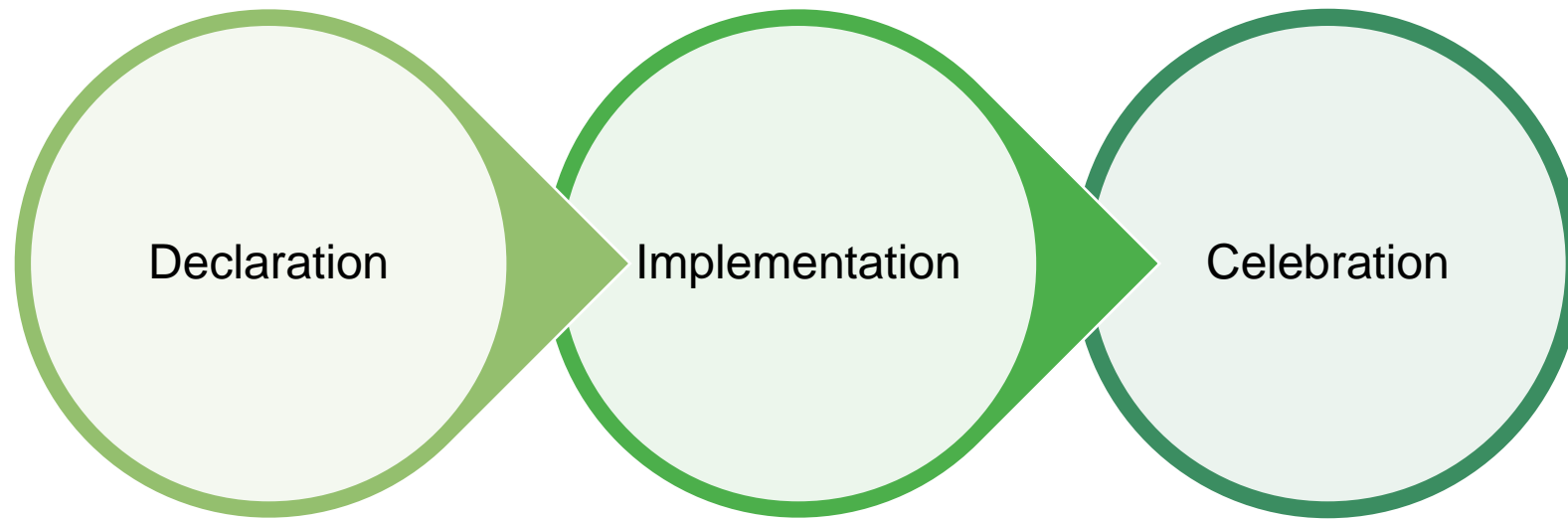


Who was part of the Development?

- Alberta Human Rights Commission
- Business Support Network
- Chamber of Commerce
- Government of Alberta
- Inclusion Advisory Committee
- Advisory Committee on Aging
- Regional Advisory Committee on Inclusion, Diversity and Equity
- Coalitions Creating Equity
- Newcomer Interagency Network
- Poverty Reduction Network
- Regional Inclusive Committee
- St. Aidan's Society
- Waypoints
- Regional Municipality of Wood Buffalo
- The Autism Society



The Main Components of the Charter: The Process



The Main Components of the Charter: The Commitments

TRAINING

Cultural Awareness, LGBTQ2s Awareness ; Indigenous awareness; Accessibility and age friendly awareness; Poverty Simulation; Addressing Sexual harassment

POLICIES

Anti-Discrimination policy; Inclusive Washroom Policy; Breastfeeding Policy; Inclusive Forms; Diverse representation Guidelines

SUPPORT

Onboarding; Employee resource groups; Discounts; Mentorship



The Main Components of the Charter: The Commitments

INCLUSIVE SPACES

Quiet Rooms; Accessibility Checks; Inclusive Washrooms

HUMAN RESOURCES

Inclusive job postings; Complaint Procedure; Inclusive Hiring Panels; Recruitment Partnerships



The Main Components of the Charter: The Resources

- Templates of the policies mentioned on the commitments
- Sample of signage for inclusive spaces
- Criteria to inclusive spaces
- Resources to learn what to look for to ensure the forms are inclusive e.g. simple language, easy to read
- Training connections with local organizations
- Human Resources guidelines for inclusive job postings, etc.



The Main Components of the Charter: The Recognition Program

Gold

Complete all 7 Training Commitments • Complete all 5 Policy Commitments • Complete all 3 Human Resource Commitments • Complete all 4 Support Commitments • Complete all 3 Inclusive Spaces Commitments

Silver

Complete 4 Training Commitments • Complete 4 Policy Commitments • Complete 2 Human Resource Commitments • Complete 3 Support Commitments • Complete 2 Inclusive Spaces Commitments

Bronze

Complete 2 Training Commitments • Complete 2 Policy Commitments • Complete 1 Human Resource Commitment • Complete 2 Support Commitments • Complete 1 Inclusive Spaces Commitment



New Recognition Category

Workplace
Inclusion
Champion
Signatory

- Complete 2 Training Commitments • Complete 1 Policy Commitment • Complete 1 Human Resource Commitment • Complete 1 Support Commitment • Complete 1 Inclusive Spaces Commitment



Implementation and Expansion Phase

- Collaboration with the Local Immigration Partnership
- Employers will have access to support for assessment, implementation, empowerment through education, evaluation, and public recognition for their efforts.
- Two Inclusion Coaches are available to provide guidance to employers implementing the Workplace Inclusion Charter



The Expansion

- Commitment to educate staff on how to better support people experiencing domestic violence
- Training provided by Waypoints addressing sexual harassment at the workplace
- Human Resources Commitment: Establishing partnerships with community organizations to reach out to untapped talent pools
- Training on Neurodiversity in the workplace



Implementation - Training

The project will include a workshop series for HR professionals and leadership, particularly for those employers who are working on implementing the toolkit criteria. This workshop series will support the education and training needed to successfully use the toolkit and implement changes within their businesses.



Implementation - Inclusion Team

Upon signing onto the WIC, employers will have access to an inclusion team:

- Local Immigration Partnership Coordinator
- Two trained equity and inclusion coaches with lived experience
- The RMWB Equity and Inclusion Program Manager and Social Planner who would mentor and support the Inclusion Coaches



Thank You



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OF **WOOD BUFFALO**