

Building Workplace Inclusion Charters: Sharing insights from the community of practice



Dieulita Datus-Hall



Michelle Nguyen



Wessam Ayad



Zeina Sleiman



Workplace Inclusion Charter

is a multi-partner, no-cost toolkit and recognition program for businesses and organizations of all sizes to foster a welcoming and inclusive community

WICs consist of a set of commitments voluntarily adopted by employers to increase inclusive practices and to promote the integration of newcomers, women, 2SLGBTQIA+, Indigenous, racialized peoples, and persons with disabilities in the workplace



Workplace Inclusion Charters across Canada

2017



BOW VALLEY
IMMIGRATION
PARTNERSHIP
stronger together

2019



2022



2023



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Cultivating community capacity for a Workplace Inclusion Charter: strategies from Peterborough

P2P Conference in Vancouver
November 25, 2024

Michelle Nguyen

Peterborough Immigration Partnership Officer

What is community capacity?



Combined influence of a community's commitment, resources and skills



Can be deployed to build on community strengths + to address problems & opportunities



It is both a process and an outcome



It is context-specific and dynamic

Community capacity



Capital, assets,
or resources



Catalysts



Mobilization
of resources
through social
organization
and
relationships



End results
and
outcomes

Strategies from Peterborough



Conducting
research/data
collection



Engaging
community
members



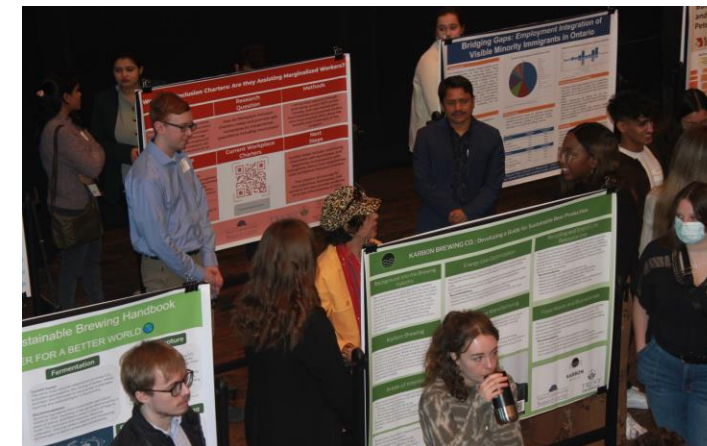
Creating a
Backbone



Build
Relationships

Conducting research/data collection

- Survey of Immigrant Needs 2023 and Report on Findings
- Collaborated with Trent Community-Based Research Centre





Engaging community members

To understand the needs of marginalized groups,
employers, employment organizations

To identify existing resources and practices

To envision what a Charter would look like

Creating a backbone

1

Invite people with a vested interest to work together to develop the Charter

2

Provide them with the data and a structure

3

Set timelines and establishing workplans

4

Meet regularly to build trust

Building relationships

- Build ongoing relationships with employers and partner organizations such as:
 - Economic development organizations
 - DEI groups
 - Service providers
 - Community organizations

WIC 2023-2024 Steering Committee

Jennifer Lamantia
Workforce
Development Board

Elisha Rubacha
United Way
Peterborough

Meghan Sterpin
Peterborough Regional
Health Centre

Rebecca Wasson
Muskoka-Kawarthas
Employment Services

Drew Whatman
Rainbow Services
Organization

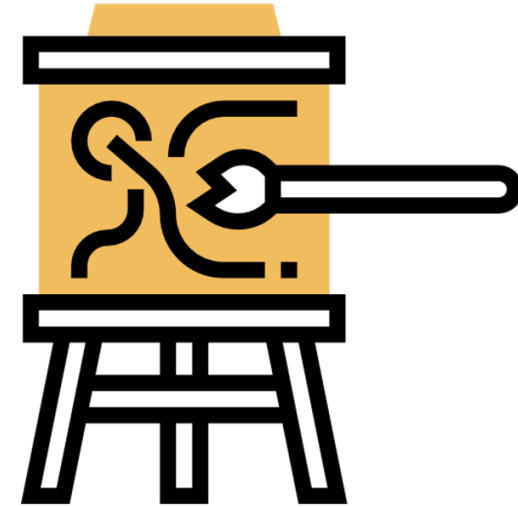
Challenges and lessons learned so far

Challenges:

- The work moves at the speed of trust
- Time-intensive

Lessons Learned:

- You can practice inclusion while doing capacity-building work
- Importance of tailoring the Charter to local community's needs and stage of readiness
- The process is not linear
- It is an ongoing and evolving learning process



Where are we now?



Acknowledgments

The Workplace Inclusion Charter was developed by the New Canadians Centre and Peterborough Immigration Partnership (PIP), in collaboration with local community organizations, employer groups, and businesses.

We would like to thank the following individuals and organizations for their support in informing the development of the charter:

Workplace Inclusion Charter Steering Committee (Dec 2023 – Feb 2025)

- Drew Whatman, Rainbow Services Organization
- Elisha Rubacha, United Way Peterborough
- Jennifer Lamantia, Workforce Development Board
- Meghan Sterpin, Peterborough Regional Health Centre
- Michelle Nguyen, New Canadians Centre
- Rebecca Wasson, Fleming Muskoka-Kawarthas Employment Services

Newcomer Advisory Table (June 2023)

- Amany Raslan
- Casandra Lee
- Grace Terfa
- Isabel Botha
- Nour Moudarres
- Samar Sallam

Envisioning Meeting (September 2023)

Attendees included representatives from:

Age-friendly Peterborough
Cambium Inc.
Cheeks Ahoy
City of Peterborough
Community Race Relations Peterborough
Innovation Cluster
Lett Architects Inc.
Fleming Muskoka-Kawarthas Employment Services
Nefab Inc.
New Canadians Centre
Peterborough and the Kawarthas Chamber of Commerce
Peterborough Public Health
Peterborough Regional Health

Peterborough, Victoria, Northumberland, and Clarington Catholic School Board
Rainbow Service Organization
Royal Bank of Canada
Trent University
White Water Pressure Wash
Workforce Development Board

Trent Community-Based Research Centre (2023-2024) and Trent University students supervised by Dr. Bharati Sethi:

- Lily Carpenter
- Savannah Lummis
- Ramesh Thapa
- Zachary Hatton

Logo design: Casandra Lee

A special thanks to the Bow Valley Immigration Partnership (BVIP), KEYS Job Centre, and the Regional Advisory Committee on Inclusion, Diversity, and Equality (RACIDE) for sharing their Workplace Inclusion Charter resources. This document was adapted from their templates and learnings.

Land Acknowledgment:

We respectfully acknowledge that we are on Treaty 20 Michi Saagiig territory and in the traditional territory of the Michi Saagiig and Chippewa Nations, collectively known as the Williams Treaties First Nations, which include: Curve Lake, Hiawatha, Alderville, Scugog Island, Rama, Beausoleil, and Georgina Island First Nations. We respectfully acknowledge that the Williams Treaties First Nations are the stewards and caretakers of these lands and waters in perpetuity, and that they continue to keep this responsibility to ensure their health and integrity for generations to come.

We in Nogojiwanong are all Treaty people. Nogojiwanong—the Anishinaabe word for Peterborough, meaning "place at the end of rapids." Nogojiwanong is the native territory of the Anishinaabeg peoples.

As uninvited guests in Nogojiwanong, we recognize our responsibility to dismantle barriers and strive towards equity as we continue living, working, and playing on this land. The Peterborough-Nogojiwanong Workplace Inclusion Charter seeks to embody and uphold this spirit of reconciliation

Michelle Nguyen

PIP Officer

New Canadians Centre Peterborough

michelle@nccpeterborough.ca

t: (705) 743-0882 ext.246

New Canadians Centre

Peterborough Office

221 Romaine St. Peterborough ON K9J 2C3

info@nccpeterborough.ca

(705) 743-0882



<https://nccpeterborough.ca/peterborough-immigration-partnership/>

Thank you!