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Launched Workforce Development and In-Migration Strategy to address the impacts of baby boomer retirement.

Expanded scope to include a comprehensive practical toolkit supporting racialized individuals, Indigenous Peoples, and People with Disabilities.

Prioritized women with intersecting identities in STEM and Manufacturing sectors.

2018

2022

2016

2020

2024

Initiated the 1st phase, focusing on fostering workplace inclusion for newcomers.

Integrated a gender-based lens into EDI tools, emphasizing women's workplace experiences as well as piloting the project at municipalities level



Charter's Stages of Success



Charter Model

- Equity-Deserving Inclusion Coach Model
- Deep Understanding of EDI Principles
- Meet Employers where they are at
- Non-Judgmental Environment
- Customized Support
- Evidence-Based Tools
- Action-Oriented Focus



Ingredient for Success



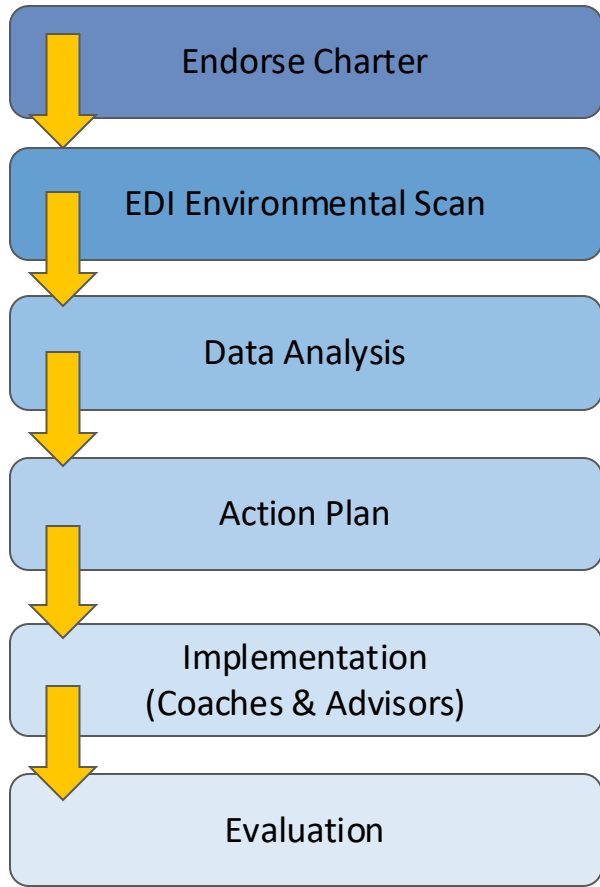
What do we need to look at?

- Leadership Commitment
- Policies & Procedures
- Recruitment and Selection
- Organizational Culture
- Career Development & Retention



Recipe for Success





Charter's Stages of Engagement 

Toolkit

- ✓ Policy Reviews/Procedural Audits
- ✓ Samples/Checklists/Guidelines/Other Templates
- ✓ Organizational Initiatives
- ✓ Workshop/Training/Presentation



1. Inclusive Hiring Practices Review
2. Diversity Statement & EDI Policy Review
3. Diversity Data Collection
4. Feedback, Engagement, and Recognition
5. Improving Diverse Recruitment Pipelines
6. Mentorship or Buddy Program
7. Equity & Inclusion in Arts Services Organizations
8. Accessibility for Ontarians with Disabilities Act & Access Forward Online Training
9. Disability Policy Review: Accommodation & Return to Work Process and Planning
10. Improving Workplace Accessibility in Remote Work Environments

11. Remote Work Training: Zoom and Microsoft Accessibility Features
12. Tips for Planning Inclusive Events
13. Understanding & Accommodating Workplace Mental Health
14. Community Benefits & Social Procurement
15. Resource Groups, Inclusion Committees, Communities of Practice
16. Navigating Race in the Canadian Workplace
17. Anti-Harassment, Complaints & Investigations Policy Review
18. Truth & Reconciliation in the Workplace: How to Write a Land Acknowledgement
19. OFIFC's Indigenous Cultural Competency Training
20. Indigenous History & Presence in Kingston

✓ Policy Reviews / Procedural Audits

Recruitment and Selection Policy

The purpose of this policy is to set consistent standards that define the key principles, scope, roles and responsibilities that are associated with the Recruitment and Selection of talent.



VS.

The purpose of this Policy is to set a consistent and equitable standards that define the key principles, scope, roles and responsibilities that are associated with the Recruitment and Selection process and that support the organization's vision on expanding and diversifying its qualified talent pool so the organization's could meet successfully its current and future changing corporate needs.



Best fit Vs. EDI integrated policies
Diverse talented team



Inclusive Hiring Practice



1) Adding an opening statement:

In recruiting for our team, we want to know more about the collective sum of your experiences, knowledge, innovation, self-expression and talent that you invest in your work. We encourage members of designated groups and Indigenous Peoples to self-identify and apply

2) Change the wording on a job posting

Completion of post-secondary degree or diploma or equivalent experience.
Internationally trained professionals and/or applicants with equivalent international experience are welcomed to apply.



Questions & Discussion 