



PAVING THE WAY FOR IMMIGRANT AND RACIALIZED WOMEN

EMBEDDING INCLUSIVE PRACTICES: A HOLISTIC FRAMEWORK FOR EMPLOYMENT EQUITY

The Paving the Way for Immigrant and Racialized Women program seeks systemic transformation to advance women's economic security and prosperity by enabling them to achieve their full potential in Ontario. This federally funded project addresses barriers to entry, retention, and success in the workplace for immigrant and racialized women by engaging meaningfully with selected organizations to apply Diversity, Equity, Inclusion, and Accessibility (DEIA) principles in their practice.

PROGRAM HIGHLIGHTS

- Engage and work with organizations in Ontario to address inequities through the application of Diversity, Equity, Inclusion, and Accessibility (DEIA) Toolkit.
- Consult immigrant and racialized women for feedback; provide tailored sessions for employers.
- Gather insights from immigrant and racialized women, offering customized briefings to employers.
- Implement targeted interventions for employers, using the DEIA Toolkit and assessment framework

Scan below to dive deep on the comprehensive reports, testimonies, and strategies for employers

'WHAT WE HEARD' REPORTS



VIDEOS INSPIRED BY THE REPORTS



DEIA TOOLKIT FOR EMPLOYERS



PROGRAM TIMELINE

Advancing equity for women and girls project - 16 focus group discussions with 119 immigrant and racialized women including employment agencies and organizations, governments, professional associations, and licensing bodies

2020



2023

Developed a comprehensive DEIA toolkit that addresses 10 strategies. The toolkit includes checklists to assess the current status of DEIA for employers, assessments, customizable worksheets, and resources.

The federally funded project will support immigrant and racialized women to overcome barriers to entering, staying in, and succeeding in the workplace. The project will run from July 01, 2024, to March 31, 2026.

2024



2024
2025

Work with 10-12 organizations in Ontario to address inequities by using the Diversity, Equity, Inclusion, and Accessibility (DEIA) toolkit and assessment framework in their practices and principles.

2024 - 2026

We will continuously consult with immigrant and racialized women to gather their input. We will provide customized information sessions and briefings to employers in Ontario. The project will result in a final best practices manual and an advanced DEIA toolkit.

FOR ANY QUERIES CONTACT US:

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