

Looking Internally - Are you a diverse and inclusive employer?



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Diverse and Inclusive Employers...

- ▶ Recognize the need to be diverse and inclusive
- ▶ Reflect the population they serve
- ▶ Practice inclusion: purposeful, intentional attraction, hiring and retention of diverse communities
- ▶ Build capacity: educate and support
- ▶ Measure and evaluate

Practice Inclusion: Purposeful, Intentional Attraction, Hiring and Retention of Diverse Communities

- ▶ Review and revise Human Resources policies, practices and procedures.
 - ▶ Communicate your Diversity & Inclusion Vision on job postings.
 - ▶ Have diverse hiring panels.
 - ▶ Include questions about diversity in the interview process and provide training during orientation.
 - ▶ Hire the best person for the job.
- ▶ Build capacity: Educate and Support!

Build Capacity: Educate!

- ▶ Train those responsible for hiring to recognize and set aside bias and hire the best person for the job.
- ▶ Provide mandatory training for all employees:
 - ▶ Acknowledge the diversity amongst them and those they serve.
 - ▶ What does inclusion actually mean and how do you achieve it?
 - ▶ How do you reduce barriers? What are everyone's roles and responsibilities?

Build Capacity: Support!

- ▶ Support the existing diversity within your organization. Establish and Support:
 - ▶ Employee Diversity Team
 - ▶ Reflective of the diversity within your organization
 - ▶ Employee Resource Groups
 - ▶ Based on shared lived experiences

Is your organization prepared to be responsive to cultural, religious, age, and all differences? Are you really going to walk the talk?

Measure and Evaluate

- ▶ Plan to measure progress.
- ▶ Utilize AUMA's Municipal Inclusion tool (available on their website):
 - ▶ Multiple Areas of Focus (ex. Leadership, Commitment of Resources, Human Resources Practices, Employee Engagement, etc.)
 - ▶ Measurements of Invisible to Culture of Inclusion
 - ▶ Recommendations for improvement

If You Need Help, Call Me

- ▶ Diversity and Inclusion Training for Employees
- ▶ Development of Internal Diversity Teams and Employee Resource Groups
- ▶ Policy Development
- ▶ Needs Assessments and Evaluations

Thank You!

My Contact Information

Fostering Diverse Communities Canada

Building Welcoming & Inclusive Communities and Organizations



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