I-EDIAA Networking Reception

2023

Employer Guide
The following employers will attend the October 3, 2023 networking reception in the Athletics and Recreation Centre (ARC) Atrium. Please register to attend.

AbbVie 3
Accenture 4
Bruce Power 6
Indemand Care Healthy Agency Inc 8
Interac 10
Klohn Crippen Berger 12
National Bank 14
Public Service Commission of Canada (PSC) 15
Shared Services Canada | Service Partagés Canada 17
AbbVie

Employer Overview
AbbVie’s mission is to discover and deliver innovative medicines and solutions that address complex health issues and enhance people’s lives.

Operating as one AbbVie team, we care deeply for our patients, their families, our employees, and our communities. We strive to always do the right thing, pursuing the highest standards in quality, compliance, safety, and performance. In everything we do, we invest and innovate relentlessly to tackle unmet needs, creating new medicines and healthcare approaches for a healthier world.

I-EDIAA Initiatives Overview
We wish to increase awareness through diverse channels and led by our ERG groups, we recently had a panel with special guests speaking on behalf of their personal experiences as gender neutral and 2SLGBTQ+. We have regular book clubs on diverse readings related to EEDI. We have implemented across the world multiple initiatives to acknowledge our commitment to EEDI, example, our recruitment practices have broadened our scope to what is diversity recruitment. We recently had a special guest speaker and consultant walk us through a Diversity Awareness Test, where we’re faced with our own personal results towards our tolerance to diversity and help us acknowledge our current state to move forward.

Why do I-EDIAA initiatives matter to your company/organization?
We are committed to equity, equality, diversity and inclusion (EEDI). It’s fundamental to who we are and it’s just how we “do good business”. This includes valuing diverse perspectives, creating an inclusive culture and treating all employees with dignity and respect. Enabling us to achieve our best... At AbbVie, having a diverse and inclusive culture is a business imperative. We are committed to operating with integrity, driving innovation, transforming lives, serving our community and embracing diversity and inclusion. It is not only the right thing to do, it strengthens our ability to innovate and is crucial to our ability to deliver now and into the future.

What support do you offer for your employees from equity-deserving groups?
We have 7 Canadian active employee network groups (including Indigenous at AbbVie) that actively work to increase inclusion and equity at AbbVie.

Additionally, we offer an Employee Assistance Program, Benefit plan with broader EEDI perspective coverage, equal opportunity to grow within AbbVie, recognition programs, etc.

How do your senior leaders support your I-EDIAA initiatives?
Our CEO, Richard Gonzalez, took the pledge to ACT ON supporting more inclusive workplaces, this sets the bar on prioritize and goals at AbbVie, as we are all accountable to raise to bar on EEDI. We also consistently get recognition as a great place to work including Inclusion and Human Rights.
Accenture

I-EDIAA Initiatives Overview
Our purpose is to deliver on the promise of technology and human ingenuity. Our strategy is to deliver 360 value for all our stakeholders by helping them continuously reinvent. To drive reinvention, innovation must be at the forefront, which requires us to attract, develop and inspire top talent. Talent is one of our most important areas of competitive differentiation. As part of our talent strategy, we hire and develop people who have different backgrounds, different perspectives, and different lived experiences. These differences ensure that we have and attract the cognitive diversity to deliver a variety of perspectives, observations, and insights which are essential to drive the innovation needed to reinvent. To help achieve this diversity we set goals, share them publicly, and collect data to measure our progress, continuously improve, and hold our leaders accountable for ensuring we have the most innovative and talented people in our industry. This approach is a key driver of our progress.

We are a meritocracy. We recognize that some people come to Accenture having faced obstacles as a result of their gender, race, or another aspect of their identity or lived experience. At Accenture, we remain committed to harness these perspectives and ensure that all of our people have the opportunity to thrive and unlock their full potential. Our intention is to foster a culture and a workplace in which all of our people feel respected and empowered to do their best work and to create 360 value for all our stakeholders.

Learn more

How do your senior leaders support your I-EDIAA iniatives?
We have Executive Sponsors for all Employee Resource Groups and initiatives. An Executive Sponsor is an Managing Director-level leader within the firm that

Actions taken to promote equity for Indigenous peoples:
Accenture publishes annual demographics of its Canadian workforce by gender, visible minorities, Indigenous Peoples, persons with disabilities, military and LGBTQ2S+, and plans to expand its disclosure to include non-binary within the gender data Accenture works with community partners focused on barred youth, Indigenous communities, newcomers to Canada and refugees and individuals that need reskilling to offer a one-year apprenticeship, providing participants with training on new and emerging technologies -- apprentices participate in technical software and certification training, receive job-shadowing and mentoring

Actions taken to promote equity for racialized individuals:
The firm is working towards 2025 internal workforce representation goals across nine dimensions of diversity (Asian, Black, Latin/Hispanic, Middle Eastern, Indigenous Peoples, persons with disabilities, military, LGBTQ2S+ and women) -- and reviews a Canadian scorecard monthly that provides metrics around gender, recruitment and attrition, in order to track progress towards its workforce
representation goals Additionally our Black Outreach Learning & Development (BOLD) ERG has hosted a student mentorship program the past three years, connecting students with consulting professionals.

**Actions taken to promote equity for persons with disabilities:**
Accenture publishes annual demographics of its Canadian workforce by gender, visible minorities, Indigenous Peoples, persons with disabilities, military and LGBTQ2S+, and plans to expand its disclosure to include non-binary within the gender data. Additionally our Persons with Disabilities ERG has hosted a student mentorship program the past two years, connecting students with consulting professionals.

**Actions taken to promote equity for 2SLGBTQ+ peoples:**
Employee resource groups organizes national ERG leadership meetings on a quarterly basis, Canadian ERGs include persons with disabilities, BOLD (Black Outreach Learning and Development), mental health, PRIDE, Indigenous Peoples, cross cultural, men, women, interfaith, military, and French language.

**Actions taken to promote equity for women:**
Accenture publishes annual demographics of its Canadian workforce by gender, visible minorities, Indigenous Peoples, persons with disabilities, military and LGBTQ2S+, and plans to expand its disclosure to include non-binary within the gender data.
Bruce Power

Employer Overview
Situated on the shore of Lake Huron, Bruce Power provides nuclear power to one in three homes, hospitals, schools and businesses in Ontario and medical isotopes across the globe to keep medical equipment sterilized and assist in fighting disease.

I-EDIAA Initiatives Overview
Bruce Power has proudly reinforced its commitment to gender diversity and inclusion.

Mike Rencheck, Bruce Power’s President and CEO, recently signed the Canadian Electricity Industry Leadership Accord on Gender Diversity, publicly committing to promote the values of diversity and inclusion within their organizations.

“The accord provides a platform to create a culture of equality and inclusion throughout the workforce and at all levels, while facilitating greater opportunities for women in traditionally male-dominated positions,” said Cathy Sprague, Bruce Power’s Executive Vice President, Human Resources.

“We are proud to sign the accord, as I believe diversity and inclusion helps us drive innovation and productivity for our future. We believe that diversity enhances our processes, introduces new ways of working, strengthens our team dynamics and improves our decision-making processes,” Sprague added. “This accord, combined with Bruce Power’s Diversity Strategy, ensures we have new potential, diverse thinking, increased safety, and better overall performance – we are thrilled to be a part of this united action.”

Learn more

Actions taken to promote equity for Indigenous peoples:
Our Indigenous Employment Guide provides a number of resources to help prospective Indigenous employees through our processes, which will hopefully make the transition as smooth as possible. Choosing a career path is an exciting experience and we are committed to helping you along the way. Apply to Bruce Power’s Indigenous talent pool by completing a profile and uploading a resume at https://www.brucepower.com/IndigenousEmployment. Your resume and profile will be reviewed internally, and you will be notified if an opportunity arises that matches your skillset.

Actions taken to promote equity for racialized individuals:
Nuclear Against Racism We are proud to be part of this industry specific initiative focused on anti-racism, improving our programs and challenging the systemic barriers negatively affecting the lives of Black, Indigenous and People of Colour (BIPOC).
Actions taken to promote equity for women:
Bruce Power has proudly reinforced its commitment to gender diversity and inclusion. Mike Rencheck, Bruce Power’s President and CEO, recently signed the Canadian Electricity Industry Leadership Accord on Gender Diversity, publicly committing to promote the values of diversity and inclusion within their organizations. “The accord provides a platform to create a culture of equality and inclusion throughout the workforce and at all levels, while facilitating greater opportunities for women in traditionally male-dominated positions,” said Cathy Sprague, Bruce Power’s Executive Vice President, Human Resources. “We are proud to sign the accord, as I believe diversity and inclusion helps us drive innovation and productivity for our future. We believe that diversity enhances our processes, introduces new ways of working, strengthens our team dynamics and improves our decision-making processes,” Sprague added. “This accord, combined with Bruce Power’s Diversity Strategy, ensures we have new potential, diverse thinking, increased safety, and better overall performance – we are thrilled to be a part of this united action.”
Indemand Care Healthy Agency Inc

Employer Overview
Indemand Care is a premier healthcare staffing agency operating in British Columbia and Alberta. Our services are tailored to meet the unique staffing needs of long-term care homes, nursing homes, hospitals, and assisted living facilities. Our team of qualified professionals, including Health Care Aides, Licensed Practical Nurses, Registered Nurses, Cooks, Housekeepers, and others, are ready to tackle any challenge. Since our establishment in 2021, we have become a trusted partner in providing dependable staffing solutions for long-term care facilities in BC and Alberta.

I-EDIAA Initiatives Overview
At Indemand Care, we prioritize creating a fair, diverse, and inclusive workplace for all. It's ingrained in our company's culture and the individuals who make up our team. Our aim is to foster a more equitable healthcare industry by promoting these values.

Why do I-EDIAA Initiatives Matter to your company/organization?
I-EDIAA initiatives are crucial for Indemand Care because they align perfectly with our core values and mission. Our staff mostly comprises individuals from marginalized and underrepresented communities, which is why these initiatives play a vital role in ensuring that our workplace is a true reflection of the diversity and richness of human experiences. By upholding inclusivity, equity, diversity, and accessibility in all aspects of our operations, we not only provide opportunities for personal and professional growth but also become a shining example in the healthcare industry. We aspire to inspire others and be a beacon of hope, demonstrating that diversity and equity are not only attainable but can also yield remarkable results. As we continue to grow, we see I-EDIAA initiatives as an integral part of our identity, creating an environment where every individual's unique background and perspective is not only appreciated but celebrated. This fosters a more vibrant, compassionate, and effective healthcare industry that benefits everyone involved.

How do your senior leaders support your I-EDIAA initiatives?
Our senior leadership demonstrates strong support for I-EDIAA initiatives through several key actions: Open Dialogue: They actively engage in open and honest dialogues with employees, creating a safe space for discussions about experiences, challenges, and ideas related to diversity and inclusion. This approach encourages understanding and empathy, regardless of an employee's cultural, faith, or background. Inclusive Hiring Practices: Senior leadership prioritizes diversity in the workplace by actively seeking to hire individuals from marginalized groups. This commitment to diverse hiring practices ensures a broader range of perspectives and experiences within the organization. Zero Discrimination Policies: They enforce and uphold strict zero-discrimination policies, ensuring that all employees are treated with fairness and respect, regardless of their identity, background, or characteristics. These policies create an inclusive and safe environment for everyone. These initiatives collectively demonstrate our senior leadership's dedication to fostering a workplace where diversity is celebrated, equity is promoted, and inclusion is a fundamental value.
What support do you offer for your employees from equity-deserving groups?
One way we have provided support for our employees from equity-deserving groups this year is by organizing sessions with two guest speakers who addressed topics related to diversity and equity. These sessions were designed to foster a deeper understanding of these issues and create a space where employees could ask questions, engage in meaningful discussions, and enhance their knowledge and awareness. Our aim is to promote learning and growth among our employees while fostering an inclusive and equitable workplace environment.

Actions taken to promote equity for 2SLGBTQ+ peoples individuals:
As the founders of our organization are members of the 2SLGBTQ+ community, promoting equity for 2SLGBTQ+ individuals within our workforce is a fundamental commitment at Indemand Care. We prioritize creating an environment where both our staff and clients who identify as part of this community not only feel valued but also warmly embraced and fully integrated.

Actions taken to promote equity for women:
As a woman-founded and women-led company, we understand the critical significance of promoting equality within our organization. We have made it our mission to ensure that men and women in comparable roles receive equal pay through regular audits and adjustments. In our hiring efforts, we actively seek out women candidates by employing gender-neutral language and diverse interview panels to eliminate any biases. We believe that fostering an inclusive culture that respects diverse viewpoints is fundamental to our beliefs, and we offer diversity and inclusion training to all of our employees. Our dedication to gender diversity is more than just a policy; it's ingrained in our company's DNA, motivating us to create a workplace where women are empowered, appreciated, and have equal opportunities for career growth and success.
Interac

Employer Overview
Today someone will send money to a friend to split a bill, another will tap their debit card to purchase coffee, and a small business will accept a delivery online. Behind these everyday transactions is a complex network that helps Canadians stay in control of how they use their money.

Interac plays an important role in the payment network and products that Canadians use millions of times a day. Since 1984 we've worked with the country's financial institutions to create the infrastructure, tools and governance that have helped make it simple and secure for Canadians to use their money anytime, anywhere in Canada.

In addition to modernizing our system with real-time payments we are applying our technology towards new innovations like digital identity. Together with businesses and government we are helping to shape a digital economy that works for all of us.

I-EDIAA Initiatives Overview
Our strategy is focused on employees, community, and industry. Our goal is to be a diverse workforce that is inclusive, to build deep community relationships, and embed D&I by design in everything we do. The above sections will highlight how we have executed on various initiatives.

Learn more

Why do I-EDIAA Initiatives Matter to your company/organization?
Our leadership firmly believes that D&I is the right thing to do, that all voices need to be heard and that we need to create a diverse pipeline of talent and invest in them to become the leaders of tomorrow. We want to ensure our organization is reflective of Canada and one our corporate goals is to help all Canadians succeed.

How do your senior leaders support your I-EDIAA initiatives?
D&I sits in the Office of the CEO and the message and the tone from the top is that this work is critical and a part of everything we do. All executives are supportive, they attend the events, they speak, share stories, and do a lot of listening and take in any feedback.

What support do you offer for your employees from equity-deserving groups?
Religious days (time off), daily quiet hours, celebrations, workplace accommodations, all gender washrooms, inclusive fertility benefits, introducing Sharia based investments for employee RRSPs, different working styles (e.g. fully remote, hybrid, resident).

Actions taken to promote equity for Indigenous peoples:
We have sponsored Indigenous Friends Association to hire on Indigenous interns, connect Interac employees with volunteer opportunities, and have brought them in for learning sessions.

We just signed out with Indigenous Works to bring more education and awareness to our employees with monthly webinars and we have brought in various keynote speakers to increase cultural
competence. In 2024, similar to above, we will have an Indigenous Inclusion strategy and with our demographics, we will have an understanding of our gaps and pathway forward.

**Actions taken to promote equity for racialized individuals:**
Our ERGs are employee led and anyone can start an ERG at Interac so long as it aligns to our D&I strategy. They are required to create their ERG charter and adhere to D&I values and expectations. In the last two years, our Latinx and Black communities have put together ERGs to further celebrate the communities. The Latinx group put together an emapanada day with learning about the food and sharing the delicacies and as this was during the month of Ramadhan, they create take-out options so fellow Muslim employees could participate during their iftar (breaking of the fast) and not miss out. The group also put together a salsa at Interac day.

The Black at Interac ERG just put together their first Emancipation day event where they shared the importance of the day with stories, food, and we hired a local reggae artist for live music.

Enterprise wide we have put together many initiatives including a partnership with TDSB (a local school board) with their Centre of Excellence for Black student achievement to deliver experiential learning programs and internships. This year we delivered 4 experiential learning opportunities including coding 101, building personal and professional branding, design thinking, and pathways to success where Black employees shared their pathway to Interac success. This summer we hired 8 students in internships before they go to Grade 12 or post secondary with the hopes they will continue to return as Interac interns.

We also had a group of Muslim interns this year who wanted us to celebrate Eid and we celebrated our first Eid this year and we also celebrated Lunar New Year. Annually we celebrate Black history month and this year we brought in the Ontario Chief Human rights commissioner to talk about equity in the workplace and in Ontario, a virtual cooking class, a slam poetry session with Dwayne Morgan, a virtual DJ session with DJ Sound Curation, and a private screening for employees to watch Creed III.

We have a quiet room that we updated with prayer mats and wall dividers for our Muslim employees and as of January 1st we are launching Shariah based investments to choose from for our RRSP benefits for Muslim employees.

We acknowledge diverse calendar days on our intranet, offer religious days off at no cost or penalty/deduction of vacation days.

While we take the time to acknowledge and celebrate diverse cultures, we just launched our demographic collection tool in Workday to understand our workforce composition and any discrepancies between groups to inform future programming, learning, leadership programs, etc.

**Actions taken to promote equity for persons with disabilities:**
We have a chronic illness and disability ERG who is just starting to put together their charter and we will support them with any initiatives they would like to undertake.
Enterprise - we have a fully accessible floor with accessible bathrooms, and a published accessibility plan on our website.

Additionally in recognition of mental health post covid, we have instituted quiet hours everyday for all employees from 8:30-9:30, 12:00-1:00, and 3:00-4:00pm everyday. We also have wellness weekends during the summer where every long weekend Friday is a full day off and all other Fridays we close at 3pm.

We have a hybrid working style where employees can choose to work fully remotely, come in as often as they like or be full onsite 4-5 days as resident employees.

We are also working on a centralized section on our intranet to support employees with resources should they need Braille copies of documents, ASL interpreters, or other resources.

In 2024 we are putting together a strategy to focus on neurodivergent talent.

**Actions taken to promote equity for 2SLGBTQ+ peoples:**
We celebrate pride season every year from June - August as we have offices in Toronto and Ottawa. In addition to enterprise education initiatives around inclusive language, optional pronouns in signatures, and allyship, we are updating our single stall bathroom signs to reflect all gender washrooms. The signs will be up before the end of August.

Our 2SLGBTQ+ ERG has led book clubs, film screenings, and will be hosting networking events. This year we also hired the Drag academy to lead two kick off sessions in Toronto and Ottawa and a DEI panel on intersectionalilty, allyship, and gender.

**Actions taken to promote equity for women:**
Interac has employee led ERGs and the Women's ERG is the most active and largest resource group. The ERG has led three rounds of mentorship in the last two years. The women's ERG has put together panels, speed networking, and we have an expert coming to speak to the entire organization on biorhythms in October with a follow-up workshop for women leaders at Interac. The group is also planning a women's day to learn about all business units at Interac and network. Enterprise wide we celebrate International women's day with an all staff learning session, keynote speakers, and social media campaigns. Last year we launched 'If you admire her, tell her campaign' where women were encouraged to publicly callout the women at Interac who have made an impact on their careers.

Klohn Crippen Berger

**Employer Overview**
Klohn Crippen Berger (KCB) is an engineering, geoscience, and environmental consulting firm with offices in Canada, US, UK, Peru, Brazil, and Australia. We are involved in some of the largest, most complex engineering and geoscience projects around the world. We're proud that our client relationships have spanned decades and last as long as our structures. Our client relationships
begin with thorough exploratory work, solid design and an unwavering commitment to implementing the right solution for every project. As a leading consulting firm, we have confidence in our work because our professionals balance their technical acumen with practical solutions, and an eye towards innovation – and our clients in the hydropower, mining, transportation, infrastructure and energy sectors continue to see the benefits.

**I-EDIAA Initiatives Overview**
KCB has established the Initiate Committee that began with a corporate wide survey, establishing benchmarks and working groups. Over 00% of our employees responded to the survey and from that our maternity and parental leave policy is being revisited, we are publishing more policies in multiple languages and a paid volunteer program was launched.

**Learn more**

**Why do I-EDIAA Initiatives Matter to your company/organization?**
I-EDIAA initiatives matter because 62% of our employee's work country is different from the country they were born in, so many understand the need to be welcomed.

**How do your senior leaders support your I-EDIAA initiatives?**
Our senior leaders drive the conversations. They have brought in guest speakers to address topics, and DEI topics are now included in safety shares at the beginning of each meeting. They have also increased reporting on the topic in our annual ESG report.

**What support do you offer for your employees from equity-deserving groups?**
We offer an inclusive environment, a grassroots approach to program creations and a confidential EAP plan.

**Actions taken to promote equity for women:**
We provide mentorship for our female staff, including a Women-in-Klohn support initiative. We also monitor and report on gender balances for staff, including a specific breakdown of leadership numbers.
National Bank

Employer Overview
National Bank Financial Markets is the trade name of the Financial Markets division of National Bank of Canada. With $356 billion in assets under administration, National Bank Financial is a fully-integrated investment dealer combining retail advisory and brokerage services with institutional brokerage, investment banking, corporate finance, and securities clearing for third parties. National Bank Financial Markets has a major presence in Toronto, Montreal, Calgary, and Vancouver, as well as operations in the United States, Europe and Asia. Our professionals are passionate, entrepreneurial and client-focused team players. Our “One Client, One Bank with One Mission – Putting People First” culture creates an environment of collaboration and accountability. We work together to deliver solutions that help our clients achieve long-term success. To learn more about our work environment and training programs see the Careers page at www.nbc.ca

I-EDIAA Initiatives Overview
National Bank Financial Markets has a diversity scholarship program for women, people of colour, LGBTQ2+, Indigenous and and those that have visible/invisible challenges. The scholarship includes an internship, a mentorship leading up to your arrival at National as well as $10,000.

We have a variety of Employee Resource Groups (Women's Leadership Network, Black Professional Network, Culture Club, Asian Circle, MOI Network (LGBTQ2+), Indigenous Network (R.A/I.N), Around Disability and our Young Employees Netowrk. that are available for our employees to join.

We have a number of ongoing diversity initiatives such as being a signatory of the UN Women's Empowerment Principles, National Bank Financial's Women's Finances, Invest in You series to promote and increase financial knowledge for women, signatory for the Association of Quebec Women in Finance, Women in Capital Markets and Women in Governance. We have for the 2nd year, received the Parity Certification - Platinum Level awarded by the organization La Gouvernance au feminin which recognizes our efforts to achieve parity in the organization.

We are also sponsors of the Onyx Initiative for students that identify as Black as well as partnering with the Canadian Council for Aboriginal Business and is starting the journey to the Progressive Aboriginal Relations. National Bank of Canada has advised and helped raise over $1.5B for 130 Indigenous communities across Canada. We also have a bank-wide program for people who are part of the neurodiverse community.

Learn more
Public Service Commission of Canada (PSC)

Employer Overview
Interested in knowing how you can make a difference to the lives of thousands of Canadians while having a career that lives up to your passion? The Public Service Commission of Canada PSC is here to answer your questions about recruitment programs for students, graduates and job seekers and the Government of Canada!

We work in the field of human resources, we promote careers in the Government of Canada and all kinds of fields, such as: policy communications, engineering, financial administration, life sciences, environmental sciences and much more!

I-EDIAA Initiatives Overview
The PSC maintains several hiring inventories specifically for persons with disabilities. The Virtual Door to Talent with Disabilities (only available to government employees) is a one-stop-shop for all of the PSC’s inventories of talent with disabilities, including:

- The Employment Opportunity for Students with Disabilities (EOSD) for students who self-declare as part of the Federal Student Work Experience Program (FSWEP)
- Graduates ready for bridging (various educational backgrounds)
- Fully and partially assessed pools of candidates (various groups and levels)

Support services:

- Assessment Accommodation Services and training
- Outreach and partnership services
- Integrated staffing and assessment solutions (i.e., focused inventories)

Guidance, awareness and tools:

- Staffing options to support employment equity, and diversity and inclusion, under the Public Service Employment Act
- Federal Public Service Inclusive Appointment Lens
- Hiring PwD Managers’ Toolkit
- Guide for Assessing Persons with Disabilities
- Assessment Accessibility Ambassadors (AAA) Network (trained ambassadors representing 24 departments and agencies)

Outreach & communications:

- Job fairs and events
- Self-declaration promotional campaign and messaging
- Partnerships with associations

Learn more
How do your senior leaders support your I-EDIAA initiatives?
The PSC will continue to promote employment opportunities for Indigenous Peoples and to support departments in hiring Indigenous Peoples through its inventories and the updated Indigenous Recruitment Toolbox which provides resources to equip managers to hire Indigenous Peoples.

Actions taken to promote equity for Indigenous Peoples:
The Services and Business Development Sector (NRD) within the PSC enhances cultural understanding and competency around Indigenous ways of knowing and being through its Indigenous Centre of Expertise (ICoE) which is composed of urban and community-based Indigenous employees. This team brings lived experience, history, and cultural expertise through learning sessions, education and awareness activities, communications, outreach, and culturally sensitive guidance to employees and partners.
Employer Overview
When Canadians cross the border, check the weather or apply for federal benefits, Shared Services Canada (SSC) is working behind the scenes to ensure that more than 140 federal departments and agencies can meet the needs of Canadians.

I-EDIAA Initiatives Overview
SSC supports the recruitment and development of employment equity-seeking groups through inclusive mentoring programs, events led by diversity networks, participation in multicultural career fairs.

SSC published its EEDI Action Plan and conducted an Employment System Review (ESR) to identify and address systemic and attitudinal barriers.

Learn more

Why do I-EDIAA Initiatives Matter to your company/organization?
Shared Services Canada is committed to addressing issues of racism and discrimination and to create inclusive workplaces in our department and across the Government of Canada.

We embrace and encourage our employees' differences in age, color, physical and mental ability, family or marital status, gender identity or expression, language, national or ethnic origin, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics such as personality and personal interests that make our employees unique.

We will dedicate our efforts and resources to make long-lasting change and we will be held accountable to this commitment.

We know that addressing racism and discrimination is hard work and will require sustained and focused effort.

We also know that creating a respectful, inclusive and welcoming culture is vital to employee retention and mental health.

How do your senior leaders support your I-EDIAA initiatives?
• Through their participation in mentorship and sponsorship initiatives dedicated to EE seeking groups
• Through their allyship pledge to a respectful, diversified, and inclusive workplace
• Through championship of diversity networks
• Report on the progress made on the Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service - Privy Council Office - Canada.ca

What support do you offer for your employees from equity-deserving groups?
We have 6 strong networks for employment equity-seeking groups to support employees and help to build a strong and inclusive community. We also have many options for accommodation needs.
SSC is also the leader for the AACT program. AACT offers a wide range of adaptations, alternate approaches, tools, training, services, resources and adaptive computer technologies for public service employees with disabilities or injuries.

**Actions taken to promote equity for Indigenous peoples:**
Indigenous departmental allies. Our Indigenous Circle values cross-cultural understanding of the history, contemporary issues, languages and values of Indigenous peoples.

The Circle provides advice on the development of key policies, programs, events and guidance to ensure that the rights, interests and perspectives of Indigenous peoples are acknowledged, affirmed and implemented at SSC.

We are also participating actively in the IT Apprenticeship program for Indigenous Peoples which is a IT learning program for Indigenous People who want to get experience and education equivalency in the IT area in order to meet the education standard for that kind of positions. So far, we have welcomed 9 apprentices and we are working on hiring 9 more.

We also have indigenous career navigators that can support employees with their career path.

**Actions taken to promote equity for racialized individuals:**
Shared Services Canada (SSC) also has a Visible Minorities Network that is employee-driven and connects, engages and support racialized employees. His mission is to advocate for visible minority employees at SSC, address the challenges and issues they experience, hold initiatives that focus on unique experiences within and outside of the public service and create safer spaces based on support, knowledge sharing and awareness.

SSC visible minority Network is trying to influence policies and programs to create equal opportunities, to develop strategies to increase representation at all levels and help develop courses that address anti-racism, equality and diversity from the perspectives of visible minority employees.

We also have the Black Employees Network (BEN) which aims to strengthen the Black community through social, cultural and professional empowerment. The network strives to create safer spaces based on support, knowledge-sharing, and awareness. BEN hopes to create a community that acknowledges Black cultures and addresses various issues Black employees experience. To achieve this, they promote initiatives that focus on Black experiences within and outside the public service such as career talks with Black leaders, mental health activities for federal Black public servants, promotion of career development programs for Black public servants.

**Actions taken to promote equity for persons with disabilities:**
Shared Services Canada (SSC) with the support of his Persons with Disabilities Network:

- gathers feedback and diverse points of view to improve accessibility and programs related to persons with disabilities within SSC
- promotes accessibility through the Accessibility Passport, AACT...
• provides a safe space where members and allies can join together to share thoughts and initiatives, continues to acknowledge and uplift persons with disabilities, and to work with them to break down barriers and improve workplaces
• encourages and promotes the hiring of persons with disabilities to help SSC build a more inclusive culture

We have also established partnership with external organisations who are working in supporting persons with disabilities in their job research. We have participated in a pilot for the hiring of neurodiverse person with an external organisation and offer training to hiring managers on the neurodiverse topics.

Actions taken to promote equity for 2SLGBTQ+ peoples:
We have a Pride network that is working on creating awareness of the 2SLGBTQI+ communities to help build a safer and more respectful workplace for all employees – regardless of their gender identity or sexual orientation. The Pride Network is collaborating on activities and resources that will help drive change throughout the department.

Actions taken to promote equity for women:
Shared Services Canada (SSC) has a strong Women’s Network that has the mission to advocate for employees at SSC by:

• promoting equality in the workplace and building a culture of mutual respect through the pledge allyship.
• focusing on inclusivity and exploring themes of allyship, leadership, gender diversity and intersectionality
• providing their members with opportunities for mentorship, networking and professional development while empowering them to thrive in a supportive, safe and inclusive workplace
• promoting employee engagement to raise awareness and understanding of issues and their effects on equity-deserving communities
• Organizing interdepartmental networking events to celebrate the achievements of women leaders in science, technology, engineering and mathematics (STEM) who have overcome numerous challenges and obstacles in male-dominated fields and help inspire other women through their stories of perseverance, resilience and success. SSC is also working on increasing the number of women in positions where they are underrepresented.