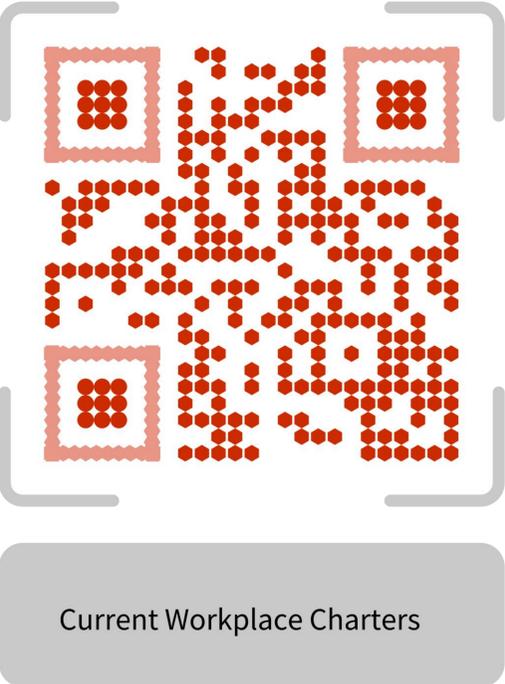


# Workplace Inclusion Charters: Are they Assisting Marginalized Workers?

Aims/ Purpose	Research Question	Methods
<p>This research involves an environmental scan that will assist New Canadians Centre (NCC) in creating a workplace inclusion charter (WIC) in the Peterborough community. WICs provide insights and policies regarding how employers can make workplaces more inclusive for all.</p>	<p>How do Workplace Inclusion Charters create and promote safe workplaces for marginalized populations including newcomers?</p>	<p>I conducted research through evaluating current WICs across Canada, and interviewed both municipalities and business owners who have enacted WICs about the benefits and challenges of the program</p>
Findings	Current Workplace Charters	Next Steps
<p><b><u>Positive Findings:</u></b></p> <ul style="list-style-type: none"> <li>• WICs check businesses' pre-conceptions</li> <li>• Employees invest their knowledge learned into the broader community             <ul style="list-style-type: none"> <li>• Increases productivity, and retention</li> </ul> </li> <li>• Can be customized to individual partners</li> </ul> <hr/> <p><b><u>Findings for Consideration</u></b></p> <ul style="list-style-type: none"> <li>• Program only as strong as partner buy-in             <ul style="list-style-type: none"> <li>• Initial costs can be prohibitive</li> </ul> </li> </ul>	 <p>Current Workplace Charters</p>	<p>Further steps include: continuing interviews with businesses, and beginning conversations with immigrants about their experiences with workplace inclusion charters</p> <p>The creation of a survey for municipalities, businesses, and workers will also provide evidence as to the effectiveness of WICs</p>



NEW  
CANADIANS  
CENTRE  
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