

# Building the Workplace and Inclusion Charter in Peterborough, Ontario



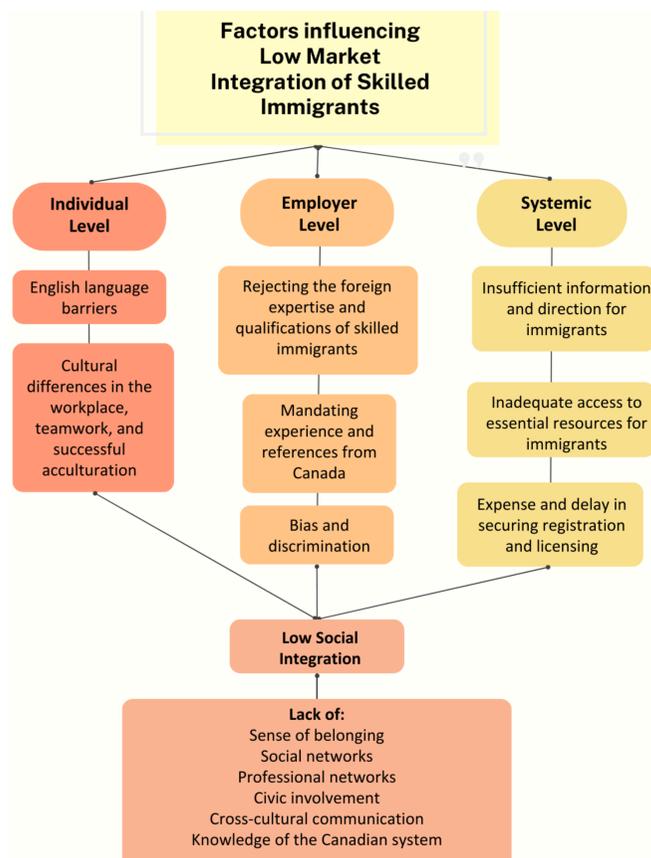
## Objective

The vision involves utilizing our research to create a Workplace Inclusion Charter (WIC) while promoting Equitable, Diverse, and Inclusive (EDI) workplaces. The target population includes employees belonging to minority groups, notably immigrants, as well as employers in Peterborough, ON. Key local stakeholders, such as the Peterborough Immigration Partnership, Greater Peterborough Chamber of Commerce, The Peterborough Regional Health Centre, Peterborough & District Labour Council, and local industries and businesses, are integral to this initiative.

## Methodology

A comprehensive literature review focusing on the examination of academic and non-academic (gray literature) sources concerning Equity, Diversity, and Inclusion (EDI) policies in the workplace within the city of Peterborough, ON.

## Significance of a WIC



## Existing WIC's and EDI Policies

- **Bow Valley Immigration Partnership:** Addresses immigrant integration challenges in scenic regions, prioritizes inclusive practices through the WIC and EDI policies.
- **Ontario Adoption:** Belleville, Kingston, and Timmins embrace the WIC, committing to become Workplace Inclusion Champions.
- **Commitment & Support:** Signatories pledge to specific actions, backed by free resources and training from the Charter.
- **Key Benefits:** Employers urged to sign for boosted productivity, morale, customer experience, retention, and wellness via inclusive practices.

## Recommendations for Peterborough's WIC

### Strategy 1: WIC Adoption Initiative

Implement a WIC adoption initiative akin to the existing WIC framework, enabling companies and organizations to formally commit to supporting immigrants in Peterborough. This initiative will leverage the "5 Pillars" approach, focusing on:

- Capacity Building
- Cultivating Cultural, Language, and Newcomer Inclusion
- Enhancing Accessibility
- Promoting 2SLBTQIA+ Inclusion
- Providing WIC Support

### Strategy 2: Partnership Mentorship Program

Establish the Charter Partnership Mentorship Initiative to actively engage with partners across diverse job sectors. This initiative will provide free meetings and training sessions, enabling newcomers to establish connections, gain Canadian experience, and secure valuable references.

### Key Components:

- Collaborative Job Sector Partnerships: Forge alliances with organizations across different industries.
- Job Board Platform: Develop a centralized job board where partners can post upcoming opportunities for newcomers.
- Hands-On Approach: Embrace an action-oriented methodology, ensuring practical support and guidance throughout the mentorship process.

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