

## MEDIA RELEASE

### EMPLOYER COUNCIL OF CHAMPIONS RECOGNIZES THREE OTTAWA EMPLOYERS FOR EXCELLENCE IN IMMIGRANT EMPLOYMENT

**Tuesday, March 9, 2021 (Ottawa)** – Hire Immigrants Ottawa (HIO) and the Employer Council of Champions (ECC) presented three Employer Excellence Awards today at the 2021 Employer’s Summit. The Awards recognize local employers for their innovative workplace policies and practices around the recruitment and integration of skilled immigrant employees into their organizations.

The theme of this year’s Summit was *Brave New Future: How Businesses can Re-build for a More Inclusive Future* and included a keynote address by Wes Hall, Founder and Executive Chairman, Kingsdale Advisors and Founder, BlackNorth Initiative. Wes spoke about the impact of anti-Black racism in Canada and how businesses can lead change in executive teams and corporate boardrooms in Canada to address the underrepresentation of racialized communities. As we turn to rebuilding and recovery, he stressed that businesses that are brave enough to redefine success, embrace new ways of doing things and commit to action on diversity, equity and inclusion will succeed.

“The impact of the pandemic has been tremendous for businesses and communities alike,” said Frank Bilodeau, Vice President, Scotiabank, Ottawa Centre and Gatineau and ECC Co-Chair. “We know that businesses are struggling to build back. We charge them to take concrete steps do so in ways that are more inclusive and representative of the communities we do business.”

This year’s Summit, held virtually, brought together more than 150 senior executives, civic leaders, and human resources professionals from business, government, and not-for-profit sectors to exchange ideas, best practices and to celebrate employer excellence in the integration of immigrants into Ottawa’s labour force.

“This year’s award-winning organizations demonstrate commitment to doing things differently in order to attract and retain immigrants in their workplaces,” said Gaye Moffett, Founder, GEM Healthcare Services, and ECC Co-Chair. “They have also highlighted the importance of creating inclusive and welcoming workplaces where all employees feel valued and empowered to succeed.”

These are the recipients of the 2021 Employer Excellence Awards:

#### **Cooperation Canada**

Cooperation Canada is a non-profit that works with over 90 organizations in the international development and humanitarian sector. The organization understands how diverse staff furthers organizational success.

Cooperation Canada works with community partners to access diverse talent pools, developed screening and assessment processes that aim to remove bias and has implemented blind screening processes for applicants, such as a written assessment before the interview stage. The diverse perspectives and experiences of immigrant employees and volunteers have added to the

organization's success working with international partners and stakeholders in countries around the world engaged in international cooperation and impact.

### **Giatec Scientific Inc.**

Giatec Scientific Inc. is an Ottawa-based company focused on bringing smart concrete testing technologies and real-time data collection to the forefront of every construction job site. A key ingredient to the organization's success is its ability to attract and retain diverse, talented and passionate employees.

Giatec has enhanced the company website to highlight the importance of diversity, provided training for hiring managers across the organization on ways to reduce, and eliminate bias from the hiring process and offered in-house workshops on fostering a workplace culture of belonging and "exploring difference." Giatec strives to increase awareness regarding the positive impact that immigration has on the organization. Giatec prides itself on fostering an inclusive workplace for all of its employees.

### **Iversoft**

Iversoft is a software development company that provides expert digital product strategy, mobile app and web development services for organizations looking to elevate their business and adapt to the digital world. Recruiting immigrant employees has brought new skills, expertise, and diverse perspectives to Iversoft, strengthening the organization's creativity, innovation, and competitive edge.

Iversoft works with local immigrant serving organizations to share job postings and widen the diversity of applicants. Job postings and interviews are designed to focus on skills and experience, and they have developed peer-to-peer onboarding processes to support inclusion. Iversoft uses multiple avenues to gather employee feedback which is used to actively revisit and revise policies to strengthen the work culture for all employees.

### **About Hire Immigrants Ottawa**

Hire Immigrants Ottawa (HIO) is an initiative that brings together employers, immigrant agencies and stakeholders to enhance employers' ability to access the talents of skilled immigrants in the Ottawa area. HIO is funded by the Government of Ontario.

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