

**hire | embauche**  
immigrants ottawa

# 2012 Employer Council of Champions Summit

*Diverse Talent: Taking It to the Top*

*Learning Exchange Table Discussions*

*March 6<sup>th</sup>, 2012*  
*National Arts Centre*

# Group Question and Emerging Themes



- » What can Hire Immigrants Ottawa do to support employers as they integrate diversity and inclusion into their workplace?
- » Major themes:
  - Making the case
  - Information, tools and training
  - Coordinated approaches and partnerships

# Making the Case



- » Help employers to help their clients accept their diverse workforce
- » Support employers in making the case to their managers by having a HIO team member present to them and/or provide an adaptable slideshow with key business-case points
- » Spread success stories about hiring new immigrants and the positive impact they have had in the workplace
- » Build a business case to allow internship programs to be part of senior management performance appraisal

## Information, tools, and training



- » Share relevant, up-to-date and impactful statistics and research
- » Provide cross-cultural awareness and inclusion training to frontline staff and managers
- » Provide standardized tools to help employers measure diversity and inclusion efforts
- » Explain the credentialing process
- » Help to clarify the difference between inclusion and diversity with tools or techniques
- » Assist with ideas for monthly cultural themes and lunch n' learns
- » Suggest speakers from specific cultural communities for activities to raise awareness among staff
- » Provide workshops that are region-specific (for example, how does the workplace in country X function?)
- » Share practical tools

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# Coordinated approaches and partnerships



- » Help to foster recruitment partnerships
- » Annual partners career fair (partners (employers) + newcomers)
- » Maintain coordinated approaches
- » Connect Ottawa employers with immigrant workers in Ottawa – help us to find the recruits