

2024 Employer Council of Champions Summit

Unlocking Potential: Leveraging Employer Leadership for Immigrant's Economic Inclusion

Participant Engagement Session – Key Takeaways

The following is a summary of the key takeaways from the break-out room (small group) participant engagement session of the Summit.

Engagement with Diverse Communities:

- Cultivate respect and curiosity for other cultures.
- Intentionally engage with diverse communities, recognizing and overcoming barriers.
- Ensure job postings are inclusive and language friendly.
- Recognize international credentials and work experience.
- Combat misconceptions and biases within organizations.
- Emphasize "culture add" over "culture fit."
- Partner with immigrant serving organizations and leverage digital platforms for outreach.

Onboarding Processes:

- Establish a newcomer welcome team and mentorship programs.
- Recognize and celebrate religious and diverse cultural holidays.
- Implement buddy systems for integration and support.
- Foster cohesion and collaboration within the organization and the sector.

Promoting Inclusion and Belonging:

- Prioritize diversity, equity, and inclusion (DEI) initiatives.

- Celebrate cultural events and offer professional development opportunities for everyone.
- Share cultural stories and provide language training for newcomers.
- Provide cultural competency training to all staff.
- Create inclusive spaces and support networks within the workplace.

Leveraging Unique Perspectives:

- Encourage immigrant employees to share their stories and perspectives.
- Invest in immigrants for retention and career advancement.
- Foster a culture of empathy and clear communication.
- Recognize and utilize the diverse skill sets immigrants bring.

Integration and Retention Lessons:

- Address quick advancement opportunities for skilled immigrants.
- Foster self-identification and clear communication of expectations.
- Provide support for language and skill development.
- Advocate for cultural competence and challenge discriminatory attitudes.
- Recognize the value of immigrant contributions and align workforce representation with the community.