

Our commitment to diversity and inclusion in the workplace is required by law and it also makes good business sense.

Diversity and Inclusion

The Benefits of a Diverse Workforce

By Dawn Robson

Employers are becoming more aware of the potential benefits of diversity and inclusion in the workplace. These benefits can include, for example, improvements in financial performance, operational effectiveness, workplace environment, customer perceptions and employee loyalty and pride.



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Diversity and Inclusion in the Workplace Requires More Than Good Policies

By Marcia Hammonds

In order to have a fulsome and legislatively sound diversity and inclusion program, an organization must ensure that required and appropriate policies, processes and guidelines are in place to support the fair and equitable treatment of all employees.



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Diversity in the Workplace: Minding the Generational Gap

By Sara Bauer

Unemployment Stats

| | Jan-17 | Dec-17 | Jan-18 |
|-----------|--------|--------|--------|
| VICTORIA | 4.6% | 3.4% | 3.9% |
| VANCOUVER | 5.0% | 4.1% | 4.1% |
| BC | 5.8% | 4.7% | 4.7% |
| CALGARY | 9.9% | 7.5% | 7.6% |
| ALBERTA | 8.8% | 7.3% | 7.1% |
| CANADA | 6.8% | 5.9% | 5.8% |

*Source: Statistics Canada, CANSIM

Business Quotes

"Diversity: the art of thinking independently together"
- *Malcolm Stevenson Forbes*

"Diversity is not about how we differ. Diversity is about embracing one another's uniqueness."
- *Ola Joseph*

"Our diversity isn't a challenge to be overcome or a difficulty to be tolerated. Rather, it's a tremendous source of strength."
- *Justin Trudeau*

Human Rights Code

The **Human Rights Code** protects human rights and prohibits discrimination based on specified protected grounds within the workplace. It also provides for a tribunal to mediate and adjudicate human rights complaints.

Your company's workforce is most likely comprised of several different generations, each of which has unique perspectives and habits when it comes to the workplace.



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Is it Time to Change your Hiring Lens?

By Carolyn Yeager

A tight local hiring climate may seem like a crisis, but it's actually an opportunity to look beyond the stereotypes of who makes a great employee.



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Check out this [link](#) for information on "The Human Rights Code Made Simple".

Good People Practices

Human Resources Tips from Chemistry.

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