



## DIVERSITY, EQUITY & INCLUSION

October HR In-Brief

### How Inclusive Benefits Packages Drive Diversity and Attract Top Talent

By Melissa Montoril, Associate, Montridge Advisory Group Ltd.

"Companies are increasingly recognizing that their benefits packages play a pivotal role in demonstrating their commitment to diversity, equity, and inclusion (DEI). This growing focus on DEI not only helps in building a diverse workforce but also enhances the overall company culture....DEI initiatives are more than just a trend; they're a necessity for modern businesses. "

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#### About Montridge

Each business is unique with its own culture and priorities. Its health and wellness programs should reflect the diverse needs of the business and its people. Montridge helps employers to create a comprehensive benefits strategy that allows them to cater for their peoples' needs, attract and retain top talent, and create a sustainable environment in which their organization and employees can flourish.

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### Best Diversity, Equity, and Inclusion in the Workplace in Canada | 5-Star DE&I Employers

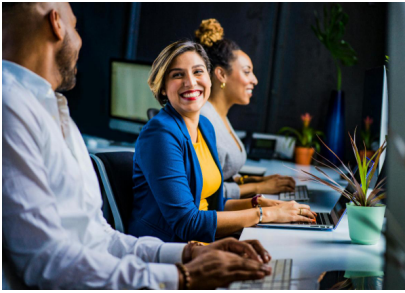


#### Canadian HR Reporter

"Canadian HR Reporter celebrates the 5-Star Diversity, Equity, and Inclusion Employers of 2024. These workplaces with the best DE&I policies have created cultures where employees feel they belong, are supported, and are able to succeed."

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## Women in the Workplace 2024: The 10th Anniversary Report



### McKinsey & Company

"In the tenth year of our Women in the Workplace research, in partnership with LeanIn.Org, we reflect on the notable gains women have made—and how their experiences at work are, in many ways, the same or worse than ten years ago. Sustainable progress toward parity requires that companies recommit to change."

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## 11 Powerful Ways to Nurture Inclusion at the Workplace



### Vantage Circle

"In a recent Deloitte survey, 80% of employees consider inclusion an essential factor in choosing an employer. But what does having an inclusive workplace culture truly mean? Is it the same as having a diverse workforce?"

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# SEPTEMBER 2024

The unemployment rate was 6.5% in September.

Employment rose among youth aged 15 to 24, and for women aged 24 to 54 in September.

Unemployment rate increased in BC to 6 and decreased to 7.5 in AB and 6.9 in ON.

## Unemployment Rate Across Top Canadian Cities

Vancouver, BC	6.3
Victoria, BC	3.4
Kelowna, BC	4.7
Calgary, AB	7.4
Toronto, ON	8.0

The Daily Labour Force Survey, September 2024

## Need Support with HR & DEI?

Chemistry Consulting Group is available to support your organization's HR needs and processes. We can assist you in the development and/or review of your equity, diversity, inclusion and belonging (EDIB) strategies.

Contact us today for details. [info@chemistryconsulting.ca](mailto:info@chemistryconsulting.ca)

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