

# CREATING SAFE AND INCLUSIVE WORKSPACES FOR EVERYONE

## STEP ONE: COMMIT

Develop the why, what and how of your diversity and inclusion journey:

- What's the percentage of percentage of equity-deserving people (women, gender diverse people, people of colour, Indigenous peoples, people with disabilities, 2SLGBTQIA+) who work here?
- What's the percentage of percentage of equity-deserving people (women, gender diverse people, people of colour, Indigenous peoples, people with disabilities, 2SLGBTQIA+) in leadership positions?
- Conduct Workplace Culture or Inclusion Surveys
- How many complaints/grievances are based on equity?
- Sign the We Are Trades pledge and commit to being part of the solution

## STEP TWO: CREATE

Take action to address barriers to inclusion in facilities and equipment, people practices and professional behaviours:

- Washroom and change room facilities that are close to the worksite and appropriate for all genders (e.g. locking doors, soap, garbage disposal and consideration for hygiene products)
- Proper workplace risk assessments including pregnancy risk assessments
- A supply of PPE, workwear and equipment that fits all workers properly and safely (e.g. fit the body)
- A clean and organized work environment following workspace standards

## STEP THREE: SUSTAIN

Review and measure progress, celebrate, repeat and adjust:

- Informal work site visits
- Informal feedback (check-in discussions)
- Formal feedback (In-house surveys, discussion groups, or suggestion boxes)
- Refresh inclusivity training for leadership and all employees
- Conduct exit interviews

### EQUITY-DESERVING PEOPLE: PART OF THE SOLUTION TO LABOUR SHORTAGE IN TRADES

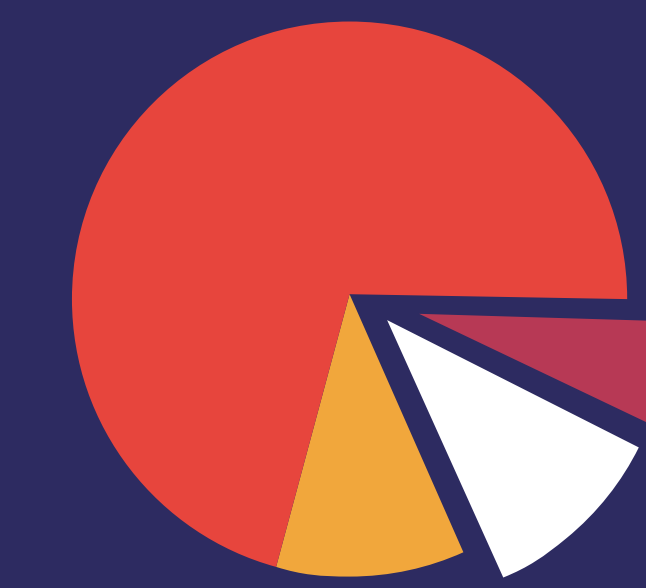
One obvious and necessary solution to the labour shortage in trades is to focus recruitment efforts on traditionally underrepresented groups such as women, Indigenous peoples, new Canadians, 2SLGBTQIA+ and people with disabilities.

Attracting diverse employees, and retaining their talent by providing safe and inclusive work environments, has proven to have a positive effect on the workplace and on the company's bottom line.

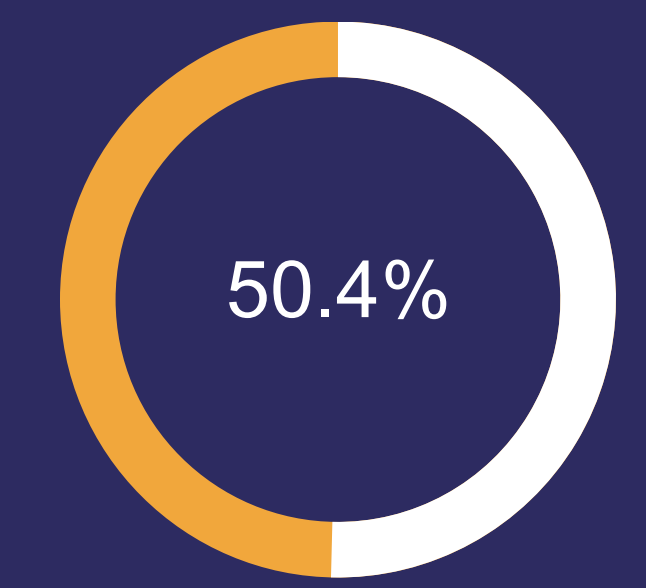
**Trade** in the 6% for more!  
#ReadySETTGo  
#WeAreTrades



Currently, women make up 6% of the trades workforce



In the next decade, 21% of the workforce will be over 65 - leaving vacancies



50.4% of Canada's population are women



Over 66% of them are aged 25-64 with education beyond high school

THIS PROJECT IS FUNDED BY WOMEN AND GENDER EQUALITY CANADA



Women and Gender Equality Canada

Femmes et Égalité des genres Canada

## SUPPORT FOR EMPLOYERS

Please contact CCWESTT to explore ways in which we can support you and connect you with a network of employers doing this same transformational work.

FIND OUT MORE

visit [www.wearetrades.ca](http://www.wearetrades.ca)

