Creating an Inclusive & Diverse Workforce

Feedback Report from Food Processing Skills Canada's
Leadership Summit 2024

ABOUT US

Food Processing Skills Canada (FPSC) is the food and beverage manufacturing industry's workforce development organization. As a non-profit, located in Ottawa with representatives across Canada, we support food and beverage manufacturing businesses from coast to coast in developing skilled and professional employees and workplace environments.

Our work directly and positively impacts industry talent attraction, workforce retention and employment culture. We care about assisting the industry in finding, training and retaining the very best people for the job. Through our partnerships with industry, associations, educators and all levels of governments in Canada, FPSC has developed valuable resources for the sector including the **Food Skills Library™**, **Canadian Food Processors Institute™**, **FoodCert™** and Labour Market Information Reports.

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MARCH 13, 2024 | OTTAWA CONFERENCE & EVENT CENTRE

LEADERSHIP
SUMMIT
CONFERENCE
2024

Excellence in Workforce Development for Canada's
Food and Beverage Manufacturing Industry

01
Introduction

At the inaugural 2024 Leadership Summit, hosted by Food Processing Skills Canada (FPSC)

an interactive session held on March 13th showcased FPSC's commitment to fostering inclusive workplaces within the food and beverage industry. With the collaboration of Ready, Willing and Able (RWA), this session empowered decision-makers to delve into critical discussions about inclusivity. FPSC provided a platform for industry leaders to share their thoughts, ensuring that the essential elements for creating and maintaining inclusive environments were thoroughly explored and addressed. The workshop focused on critical topics, including:

Building an inclusive workplace culture

Providing accommodations and support

Effective recruitment, interviewing, onboarding processes

Understanding the impacts and benefits of inclusivity

Through this session, FPSC emphasized the importance and benefits of fostering an inclusive workforce within the food and beverage industry, ultimately aiming to equip employers with the tools and knowledge to achieve this goal.

02
Purpose of
the Presentation

To harness the collective input from industry decision-makers

FPSC engaged over 120 Summit attendees strategically divided into four quadrants, with four to six tables in each quadrant. Participants collaborated at their tables to delve into a series of questions connected to the core elements of inclusive workplace practices. Each quadrant was assigned an RWA Facilitator.

Participants exchanged ideas and insights summarizing and prioritizing their responses. Facilitators documented these collective thoughts and subsequently presented the gathered feedback to the plenary group.

The feedback compilation (Section Three) captures the detailed responses generated from these discussions. True to how FPSC treats industry input, they were not edited or enhanced or grammatically corrected. Comments remain unfiltered and authentic. We made certain to listen attentively and document faithfully.

Duplicate responses will be listed once only.

03

Attendee
feedback

Q1

Building an inclusive ♥ workplace culture

What do we mean when we say we want to build disability-inclusive workplace cultures?

Key Area of Focus | Building an inclusive workplace culture

Attendee Feedback as Recorded
- Opportunities for everyone
- Not a negative
- **We respect DEI (Diversity – Equity – Inclusion)** ★
- Workplace accommodates all types of disabilities
- Welcoming

Summarized Feedback

1. **Create a welcoming organization for all that enables people with all abilities to succeed and reach their full potential.**

2. **Build an organization that creates an opportunity for everyone.**

3. **Respect equity, diversity and inclusion.**

What are concrete steps that you might take to show and practice disability inclusion in your company?

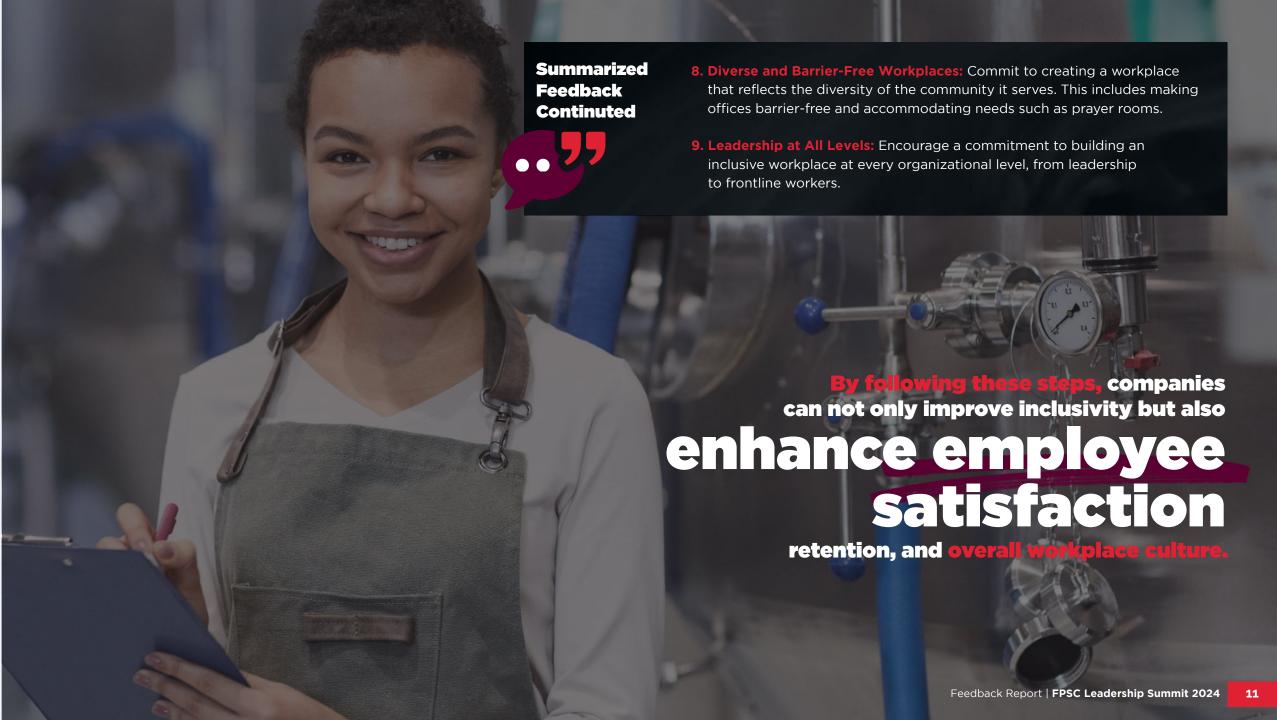**Attendee Feedback as Recorded**

- Vision and values - walk the talk
- Same wages
- Policy on how to get an accommodation
- Audit the workplace/facility with disability
- Ongoing awareness
- Mapping tasks
- What do employees need?
- Accountability
- Feedback
- Mental health supports
- Create a workplace that is as diverse as the community we serve
- Prayer rooms
- Making offices barrier free accommodate employees too
- Inclusion diversity awareness and management support

Summarized Feedback

1. Walk the Talk on Inclusive Hiring: Make inclusive hiring an organizational priority and ensure the company's actions align with its vision and values on diversity.

2. Equitable Wages: Ensure that all employees receive the same wages for the same work, regardless of disability, to promote fairness and equity throughout the organization.

3. Clear Accommodation Policies: Develop and implement clear policies on how employees can request accommodations, ensuring these procedures are well-communicated and easily accessible to all workers.

4. Workplace Audits: Conduct regular audits of the workplace and facilities to identify and address barriers that may affect employees with disabilities, ensuring the environment is as inclusive and accessible as possible.

5. Ongoing Awareness and Education: Invest in ongoing awareness and training programs that highlight the importance of inclusion, diversity, and mental health support, helping to build a culture of understanding and respect.

6. Task Mapping and Flexibility: Regularly map and review tasks to ensure that job roles are clearly defined and understandable for all employees. Be willing to adapt tasks and roles to accommodate diverse needs.

7. Employee Check-Ins: Establish a system for regular check-ins with employees to understand their needs, challenges, and what support they require to develop and succeed in their roles. Foster a culture of open feedback and accountability.

Summarized Feedback Continuted

8. Diverse and Barrier-Free Workplaces: Commit to creating a workplace that reflects the diversity of the community it serves. This includes making offices barrier-free and accommodating needs such as prayer rooms.

9. Leadership at All Levels: Encourage a commitment to building an inclusive workplace at every organizational level, from leadership to frontline workers.

By following these steps, companies can not only improve inclusivity but also **enhance employee satisfaction** retention, and overall workplace culture.

Q2

Recruitment, Interviewing and Onboarding

What factors currently exist in recruitment, interviewing and onboarding processes that may inadvertently present as barriers to the successful recruitment and hiring of persons with a disability?

Key Area of Focus | Effective recruitment, interviewing, and onboarding processes

Attendee Feedback as Recorded

- Unawareness of disability
- Communication
- Self-Identification of Values
- Implementation of accommodation
- No promotion
- Interview process
- Stigma
- Fear
- Education requirement
- Job postings not inclusive
- Promote being an inclusive employer
- Unconscious bias

1. Job Postings/Advertisements are Not Inclusive: Attendees felt many job postings fail to communicate the company's commitment to diversity and inclusion. They often focus excessively on qualifications and experience rather than skills, and the requirements listed may not accurately represent what is needed for the role. This can deter potential candidates with disabilities from applying.

2. Lack of Knowledge About Disability: There is a significant need to address stereotypes, fear, stigma, and unconscious bias in both frontline hiring staff and management. Many employees are unaware of the challenges faced by individuals with disabilities, which can negatively impact the hiring process and workplace environment.

3. Traditional Interviews May Not Address Accommodation Needs: The standard interview process often does not take into account the unique accommodation needs of candidates with disabilities. This can create barriers to employment and prevent individuals with disabilities from showcasing their true potential.

4. Not Asking Candidates About Necessary Support: Employers often fail to ask candidates if they might need support and, if so, what specific accommodations would be required. This oversight can hinder the successful integration of employees with disabilities.

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Summarized Feedback Continued

5. Intimidating Interview Processes: Traditional interview formats can be intimidating and do not create an opportunity for candidates with disabilities to discuss or demonstrate their skills effectively. This can result in missed opportunities for both the employer and the candidate.

6. Promotion and Career Advancement: There is often a lack of clear pathways for promotion and career growth for employees with disabilities. Companies need to proactively ensure that all employees have equal opportunities to advance in their careers.

7. Implementation of Accommodation Policies: Clear and easily accessible policies on accommodations are critical. Employers must ensure these policies are well-communicated and implement support mechanisms to facilitate their execution.

8. Unawareness to Disability: Many organizations struggle with a general lack of awareness regarding disabilities, including how to support employees with disabilities effectively. Continuous education and training are necessary to build a culture of understanding and inclusion.

9. Fear and Stigma: Fear and stigma surrounding disabilities can prevent open communication and hinder the creation of a truly inclusive workplace. Efforts must be made to combat these issues through education and awareness campaigns.

10. Self-Identification of Values: Encouraging employees to self-identify their values and needs can lead to a more inclusive and supportive workplace. Employers should foster an environment where employees feel comfortable expressing their requirements without fear of judgment.

11. Education Requirements: Job postings often emphasize educational qualifications that may not be necessary for the role, potentially excluding capable candidates with disabilities who may have alternative but equally valuable experiences.

12. Promote Being an Inclusive Employer: Companies could actively promote their commitment to inclusivity through all communication channels. This can attract a diverse pool of talent and demonstrate the organization's dedication to diversity.

13. Unconscious Bias: Addressing unconscious bias through mandatory training and continual awareness efforts is crucial in promoting an inclusive work environment. This helps in creating fair and equitable recruitment and promotion practices.

By tackling these issues, companies can boost inclusivity while also enhancing employee satisfaction, retention, and overall workplace culture. Imagine a workplace where

everyone feels valued and motivated

– it's not just possible, it's within reach!

What concrete steps can you take to make the various components of your recruitment, interviewing and onboarding more inclusive?

Attendee Feedback as Recorded

- Communication of how someone learns and works well
- Investing time in onboarding
- Whole team involved in disability culture
- Consider the way interviews are done i.e. questions
- Job requirements - job descriptions
- Accessible environment
- Inclusive employer
- AI tools
- Use high schools
- Skills based interviews
- Job coaches

Summarized Feedback

1. **Physical Accessibility of Workspaces:** Attendees emphasized the importance of scrutinizing the physical accessibility of workplaces. Organizations should evaluate their facilities to ensure they are barrier-free and accessible to all employees, including those with disabilities. This includes considering aspects such as wheelchair access, accessible restrooms, and adaptable workstations.

2. **Evaluating Job Requirements:** Attendees felt it crucial to evaluate job requirements with an inclusive lens and revise job descriptions to accurately reflect the skills and qualifications needed for the role. This helps to attract a diverse pool of candidates and ensures that qualifications are not unnecessarily restrictive.

3. **Innovative Recruitment Processes:** Organizations should innovate their recruitment processes by collaborating with community organizations and schools to uncover talent. This includes reaching out to high schools and utilizing AI tools to identify and attract diverse candidates early in their career paths.

4. **Skill-Based or Simulation Interviews:** Traditional interviews may not be the most effective for all candidates, particularly those with disabilities. Conducting skills-based or simulation interviews can provide a better assessment of a candidate's abilities and potential, ensuring a more equitable hiring process.

5. **Investing in Onboarding:** Effective onboarding is essential. Organizations must invest time and resources into ensuring that onboarding processes are accessible and supportive for all new hires. This includes reviewing and adapting onboarding procedures to meet diverse needs.

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Summarized Feedback Continued

6. Inclusive Culture Building: Involving the entire team in building a disability-inclusive and welcoming culture is vital. This means that all employees, from leadership to frontline staff, should be engaged in continuous education and awareness activities focused on inclusivity.

7. Education and Training Partnerships: To improve disability hiring practices, companies should connect with organizations specializing in disability education and training. Applying the knowledge gained from these partnerships can enhance hiring practices at all company levels, ensuring a supportive environment for all employees.

8. Effective Communication: Clear communication regarding how individuals learn and work best is crucial. Tailoring communication and expectations based on individual preferences and strengths can help create more inclusive work environments.

9. Job Descriptions and Requirements: Attendees noted the importance of crafting job descriptions and requirements thoughtfully to ensure they are inclusive. This involves clearly outlining the essential skills and qualifications without overemphasizing traditional educational backgrounds, which may exclude capable individuals with alternative experiences.

10. Promoting Inclusive Practices: Companies should actively promote their status as inclusive employers through various communication channels. Highlighting their commitment to diversity and inclusivity can attract a broader range of candidates looking for supportive work environments.

11. Utilizing Job Coaches: Incorporating job coaches can provide additional support for both new hires and existing employees with disabilities. Job coaches can facilitate better integration and help in addressing any unique needs that may arise.

12. Addressing Unconscious Bias: Continuous efforts to address unconscious bias through training and awareness programs are critical. This helps in creating a fair and equitable workplace where all employees have opportunities to succeed.

Examining internal processes through a new lens can reveal new opportunities and support team members' willingness to embrace inclusive practices in the workplace.

Q3

Accommodations and Support

What are some of the issues you face in trying to provide appropriate and necessary accommodations and supports to your employees who have a disability?

Attendee Feedback as Recorded

- Want vs needs from doctor
- Individualized plans
- People not willing to come forward therefore do not have access to the accommodation
- Sensory challenges
- Safety
- Response from existing employees who have bias
- Ignorance
- Barriers and labelling
- Education on how to address issues to everyone
- Knowing the organizations to reach out to
- Education of managers/leadership perception vs facts
- Monetary concerns re needing accommodations
- Lack of knowledge re potential solutions – grants - $$

Summarized Feedback

1. Want vs. Needs from Doctor: There is a need to differentiate between what employees want and what they truly need from medical professionals to ensure accommodations are appropriate and beneficial.

2. Individualized Plans: Emphasis on the importance of crafting personalized accommodation plans tailored to each individual's unique needs.

3. Reluctance to Come Forward: Many individuals are unwilling to come forward with their disabilities, which prevents them from accessing necessary accommodations.

4. Sensory Challenges: Addressing sensory-related challenges in the workplace is crucial to creating a comfortable environment for all employees.

5. Safety Concerns: Ensuring the safety of all employees, including those with disabilities, should be a top priority.

6. Existing Employee Bias: Current employees' biases and preconceptions can impact the inclusivity of the workplace.

7. Ignorance of Needs: There is often a lack of understanding about the specific needs of employees with disabilities.

8. Barriers and Labelling: Avoiding labelling and breaking down barriers that prevent equal opportunities for employees with disabilities.

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Summarized Feedback Continuted

9. Training on Issue Addressing: Providing training to all employees on how to effectively address issues related to disabilities.

10. Knowledge of Resources: Identifying and leveraging organizations that specialize in disability support and accommodations.

11. Education for Managers: Educating managers and leadership to differentiate perception from facts regarding disabilities.

12. Monetary Concerns: Addressing financial concerns related to providing necessary accommodations should be part of the strategy.

13. Lack of Knowledge on Solutions: There is a gap in awareness regarding potential solutions and funding options, such as grants, to support accommodations.

What are practices that your company is doing or could do to be more disability inclusive in the availability and provision of accommodations and supports.

Attendee Feedback as Recorded

- Seek out other resources to match candidates with work available
- Targeted advertising re: inclusivity
- Retrain ourselves to see opportunities and not the limitations
- Education for managers and supervisors and workers (co-workers)
- Assessing job descriptions/postings/requirements
- Educational sessions
- Removing the stigma
- Individual plans
- Awareness
- Culture of acceptance
- Training around unconscious bias
- Training and self-discovery of individual neurodivergences that may be unaware
- Broadening the conversation around DEI to make inclusivity encompass neurodivergences
- Creating space for conversations to break down barriers training on how to make appropriate accommodations
- Ally/buddy program – select individuals who are aware of the needs and can provide extra support when needed (trust/safe allies) ▶

Summarized Feedback

1. **Walk the Talk on Inclusive Hiring:** Make inclusive hiring an organizational priority and ensure the company's actions align with its vision and values on diversity.

1. **Education and Training for All Employees:** There is a clear need and desire for comprehensive education and training programs targeting managers, supervisors, and co-workers. These programs should focus on disability awareness, inclusivity, and removing unconscious biases to foster a supportive work environment.

2. **Assessing Job Descriptions with an Accessibility Lens:** Organizations should routinely review job descriptions, postings, and requirements to ensure they are accessible and inclusive. This practice can help remove unnecessary barriers and attract a broader, more diverse pool of candidates.

3. **Rethinking Recruitment Strategies:** Companies are encouraged to rethink traditional sources of job candidates and seek out other resources, such as partnering with organizations that specialize in disability employment. Targeted advertising that highlights inclusivity can also help in drawing in candidates who might otherwise be overlooked.

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Summarized Feedback Continued

4. Creating a Trusting Environment: Establishing an ally or buddy program where trained team members volunteer to provide additional support to employees with disabilities can create a trusting and safe environment. These allies should be aware of diverse needs and offer reliable support.

5. Starting Conversations to Raise Awareness: Initiating dialogues in the workplace about disabilities and inclusivity can create greater awareness and help normalize discussing challenges. This helps break down stigma and fosters an inclusive culture.

6. Designing Individualized Accommodation Plans: Companies should actively design and implement personalized accommodation plans to maximize opportunities for success. This includes offering modified work schedules and other flexible arrangements that demonstrate the company's commitment to supporting all employees.

7. Broadening the Diversity Inclusion (DI) Conversation: The conversation around Diversity Inclusion (DI) should be broadened to encompass neurodivergences. Training and self-discovery sessions can help individuals recognize and embrace their unique neurodivergent traits.

8. Removing the Stigma: Efforts should be made to continuously educate employees and encourage an open culture where the stigma surrounding disabilities is actively dismantled.

9. Creating Space for Conversations: Providing dedicated spaces and opportunities for conversations about accommodations will help in breaking down barriers and fostering a more inclusive workplace.

10. Ally/Buddy Program: Select individuals should be trained as 'trust/safe allies' who are aware of the needs of employees with disabilities and are available to provide extra support when needed, ensuring a reliable support system within the team.

Industry feedback highlights the need for more awareness and training on disability inclusion, the importance of accessibility in job descriptions and recruitment, and the creation of supportive environments through ally programs and open conversations. It underscores the need for individualized accommodation plans and continuous efforts to dismantle stigma, fostering a more inclusive and understanding workplace culture. By partnering with FPSC to create greater awareness and participate in fully-funded training and workshops for employers, HR professionals and employee-led teams, the transition to greater inclusivity can be accomplished in a supportive way using the expertise of disability serving organizations.

Q4

Impacts and Benefits

What are the benefits of building a more inclusive workplace.......?

For the:

Company

Employee with a disability

Employees

Customers/ clients

NOTE: Attendee responses were not defined in separate categories. As such, they will be listed below as submitted and summarized by category.

- Additional workforce
- Diversity of ideas, personalities, experience
- Higher engagement
- Sense of belonging
- Loyalty to employer
- Better understanding of those with disabilities
- Culture – enhancing workplace culture
- Inclusivity
- Company perception to the public, customers, etc.
- Broader perspective
- Innovation
- Improvement of overall business process
- Contribution to society
- Sense of purpose
- Social responsibility / creating a more empathetic workplace
- Community introduction
- Community setting
- Inclusive community
- Training and development of employees on DEI
- Employee reliability
- Brand equity
- Pride culture
- Access to work
- Wages

Summarized Feedback

For the Company

1. Enhances Workplace Culture: Building a more inclusive workplace leads to higher employee engagement and reliability. It fosters a sense of community which enhances overall workplace culture.

2. Social Responsibility: An inclusive environment demonstrates the company's social responsibility, creating a more empathetic workplace that values all employees.

3. Business Processes: Inclusivity improves the overall business process by introducing diverse perspectives and experiences. This diversity can lead to more innovative solutions and efficiencies.

4. Brand Enhancement: A commitment to inclusivity enhances the company's brand, portraying it as a forward-thinking and socially responsible entity.

5. Innovation: Greater inclusiveness fosters a broader perspective that can spark innovation and creative problem-solving.

For the Employee with a Disability

1. Access to Work: An inclusive workplace increases access to equitable wages and meaningful employment opportunities for those with disabilities.

2. Sense of Belonging: Employees with disabilities gain a greater sense of community and belonging, enhancing their sense of purpose and loyalty to their employer.

3. Diverse Perspectives: Their unique perspectives and experiences contribute to a richer, more diversified pool of ideas within the company.

Summarized Feedback Continued

For All Employees

1. Pride in the Workplace: An inclusive environment instills a sense of pride among all employees, knowing they work for a company that values diversity and equity.

2. Education and Training: Increased knowledge of DI (Diversity Inclusion) issues through comprehensive education and training programs benefits all staff, making training, onboarding, and daily interactions more accessible.

3. Enhanced Programs and Practices: Company programs and practices improve, as inclusive training and policies benefit every employee, promoting a more harmonious and effective working environment.

For Customers/Clients

1. Positive Brand Awareness: Customers and clients see the company as forward-thinking and inclusive, which provides a better understanding of those with

2. Brand Loyalty: Building a positive perception of inclusivity attracts customers and clients who value social responsibility, fostering loyalty and strengthening the company's position in the market.

Prioritize the top two benefits for each of the categories noted.
NOTE: No responses were entered to the second part of this question due to the length of the initial discussion.

04

Call to
Action

The interactive session

proved to be a **powerful platform** **for industry professionals to come together and engage in** **meaningful discussions about inclusivity.**

By collaborating and sharing their experiences, participants were able to gain valuable insights and learn from one another. In today's rapidly changing world, it is essential for businesses to prioritize inclusivity in their workplaces. Not only is it the right thing to do, but it also brings numerous benefits such as increased employee satisfaction, retention rates, and overall productivity.

As leaders in the food and beverage industry, it is our responsibility to create inclusive and diverse workplaces that reflect the communities we serve. This not only fosters a sense of community within the food and beverage industry but also creates a ripple effect of positive change.

05

FPSC
Strategies to
Address Industry
Feedback Challenges

FoodAbility Senior Level Training and Development Program

Food Processing Skills Canada (FPSC) listened attentively and has included industry feedback in every element of its new Premier Program: **FoodAbility**, launching September 2024. We would like to summarize how **FoodAbility** will address those challenges .

You Said You felt there was an undeniable need and a strong desire for inclusive education and training among managers, supervisors, and workers. You felt it is crucial to cultivate a commitment to building an inclusive workplace at all organizational levels. You also have a desire to prioritize inclusive hiring and take action to demonstrate your dedication.

At a senior management and HR level, this is how we are taking action:

1 Implementation of comprehensive inclusivity training for managers and HR supervisors.

2 Creation of developmental workshops, webinars, tools, and guides.

3 Organize exclusive HR workshops.

4 Support leadership teams with mentoring.

5 Provide an employer dashboard for progress monitoring.

6 Introduce more inclusive social and professional events.

7 Introduce partnerships with disability-serving organizations

8 Share best practices across the industry.

9 Use positive feedback to attract diverse talent.

10 Expand outreach to diverse communities.

11 Track progress and impact on career advancements.

FoodAbility Employee Training and Development Programs

You Said

It was important to create adaptable work environments and ensure that tasks and roles were clearly defined for everyone. You felt the need to address the lack of awareness about disabilities, including stereotypes, fear, stigma, and unconscious bias among hiring staff and management. And enhance understanding of Diversity Inclusion (DI) issues through education and training.

At an employee team level, this is how we are taking action:

1
Implementation of comprehensive inclusivity training for supervisors and team leaders.

2
Provide Micro-credentials and Digital Badges Initiatives for inclusive team-building activities.

3
Encourage expanding successful training to more departments.

4
Regularly update training based on feedback.

5
Increase resources for onsite mentorship programs..

FoodAbility Disability Employment Services Program

You Said

The industry needs to rethink traditional sources of job candidates and match them with available openings. We should initiate dialogue with Disability Servings Agencies and explore additional resources to connect candidates with available positions.

We deeply appreciate the time and effort Ready-Willing & Able dedicated to our industry members and the **FoodAbility** Team. Their guidance and education have been instrumental in creating what we feel will be a pathway to success. RWA will remain a valued partner in the **FoodAbility** program alongside other organizations serving those with disabilities.

As we develop partnerships, this is how we are taking action:

1 National, Regional, and Local Partnerships Implementation.

2 Food safety and manufacturing culture training for Disability Employment Services team members.

3 Provide curated fundamental programming for food safety for job candidates.

4 Increase diversity in candidate pools for job matching.

5 The FoodAbility team will coordinate personal employer introductions to prequalified Disability Employment Services and Organizations.

6 Implement regular feedback loops.

7 Leverage testimonials and case studies.

8 Include Disability Serving Organizations in FPSC activities and Workshops.

06

Conclusion

In today's fast-paced world, it's crucial for businesses to prioritize inclusivity. It's not just the right thing to do;

it also boosts employee satisfaction, retention, and productivity. As leaders in the food and beverage industry, we have a duty to build inclusive and diverse workplaces that mirror the communities we serve.

FPSC sees the benefits and the opportunities.

Building a more inclusive workplace yields numerous benefits across various dimensions:

Impacts and Benefits for the Company

- **Amplified innovation, creativity, and problem-solving:** Embracing diversity of thought from various backgrounds, experiences, and perspectives ignites innovation and enhances problem-solving capabilities.

- **Elevated employee morale, retention, and engagement:** Inclusive workplaces foster a profound sense of belonging, driving higher satisfaction and retention rates among employees.

- **Broadened talent pool:** Championing diversity attracts a wider array of candidates, bringing in skilled individuals with unique experiences and insights.

- **Superior decision-making:** Diverse teams consider multiple viewpoints, leading to more comprehensive and informed decision-making processes.

- **Enhanced reputation and brand image:** Companies known for their dedication to inclusivity garner positive attention from consumers and potential employees alike, boosting brand image and marketability.

Impacts and Benefits for Employees with Disabilities

- **Boosted employment opportunities:** Inclusive workplaces open doors for individuals with disabilities, letting them showcase their unique skills and talents.

- **Enhanced job satisfaction:** Being in an environment that values their contributions can significantly increase job satisfaction and overall well-being.

- **Professional growth and development:** With the right accommodations and support, employees with disabilities can excel and progress in their careers.

- **Increased financial stability:** Meaningful employment empowers individuals with disabilities to gain financial independence and security, enriching their quality of life.

Impacts and Benefits for All Employees

- **Enriched Learning Experiences:** Engage with colleagues from diverse backgrounds to gain fresh perspectives and promote both personal and professional growth.

- **Strengthened Teamwork and Collaboration:** Inclusive environments build trust and mutual respect, leading to more effective teamwork.

- **Enhanced Creativity and Innovation:** Embrace diversity to spark idea exchanges and foster creative problem-solving.

- **Reduced Unconscious Bias:** Exposure to diverse perspectives helps combat unconscious biases, creating a more inclusive culture.

- **Universal Benefits:** Accommodations like increased signage and plain language instructions often benefit everyone, not just a few.

Impacts and Benefits for Customers

- **Better understanding of diverse market segments:** A diverse workforce can better understand and cater to the needs and preferences of a diverse customer base.

- **Increased customer satisfaction:** Inclusive companies are often more attuned to the unique needs of various customer demographics, leading to higher levels of customer satisfaction and loyalty.

- **Enhanced brand reputation:** Companies that prioritize inclusivity and diversity are viewed more favourably by consumers, leading to positive brand associations and increased customer trust.

- **Access to new markets:** Understanding and embracing diversity can open doors to new markets and business opportunities previously untapped.

We at FPSC are committed to promoting **Respectful Workplaces**, in our industry by collaborating with disability-serving organizations and implementing programs like **FoodAbility** to drive positive change. Together, we can create a more inclusive future for all employees in the food and beverage industry. Let's make diversity a core value that drives success and fosters growth. Together, we can build a future where everyone has equal opportunities to thrive.

Final Thoughts

As FPSC Board Chair Mike Timani said during the summit,

It takes leaders at all levels to build strong teams, organizations, industries and ultimately a stronger nation."

Let's embrace the power of diversity and make a positive impact together!

Thank you

For meeting &
growing through
high value learning
and networking.

Lead the way... Let's be those leaders and drive positive
change towards inclusivity in our workplaces.

Get Involved!

foodability.ca

FOODABILITY
BUSINESS AND ABILITIES MEET HERE

Food Processing Skills Canada
Compétences Transformation Alimentaire Canada