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INSIGHTS FOR
INCLUSIVE
WORKPLACES

Happy New Year from OCTC!

We hope your year is off to a great start. With the new year upon us, we're excited to introduce the **first edition of the OCTC newsletter!**

Each month, we'll bring you inspiring stories, actionable tips, and valuable resources to support your journey in creating disability inclusive workplaces. Together, we can make 2025 a year of progress and impact.

Let's get started!

Best Practices: Crafting Highly Effective Job Postings

Hiring new talent is often a top priority in the first quarter and it is important to ask: Are your job postings truly inclusive and accessible?

Your job postings are often the first impression that candidates will have of your business. To attract top talent and ensure accessibility, here are three essential tips:

1. Use Clear, Inclusive Language
2. Focus on Skills and Outcomes
3. Provide Concrete Examples

Effective Job Postings: [English Version](#) | [French Version](#)

Featured Resource: Honouring Black History Month

This Black History Month, we encourage you to explore resources that celebrate the contributions of Black Canadians while addressing intersectionality and inclusion in the workplace.

Here's how you can start:

1. Educate Your Team on Black History Month

- **Black History Month: By the Numbers:** A statistical overview of the Black community in Canada. [Explore the data.](#)
- **The Canadian Encyclopedia Collection:** A comprehensive look at Black history in Canada. [Read more.](#)

2. Explore the Intersectionality of Black Identity and Disability

- **ASE Community Foundation for Black Canadians with Disabilities:** A community resource dedicated to addressing the unique challenges faced by individuals who are Black and have a disability. [Learn about their work.](#)

3. Connect with Inspiring Leaders

- **Marty Lampkin:** A powerful voice on LinkedIn, Marty speaks on the intersection of race, disability, and inclusion. [Follow Marty.](#)

Welcome Our New Collaborators!



Upcoming Events: Save the Date!

Ottawa Business Breakfast: Disability Inclusion in Action

This event offers valuable training, insights, and resources to implement disability inclusion as part of your organization's DEI goals.

Date: Thursday, February 13, 2025

Time: 8:00 AM - 12:30 PM EST

Location: McKellar Park Field House, 539 Wavell Ave, Ottawa

Register

Jobs Ability Canada Info Session: Disability Inclusive Workforce

This event will help you discover how you can connect with job seekers who have a disability and create a more disability inclusive workforce.

Date: Tuesday, February 25, 2025

Time: 1:00 PM PST / 2:00 PM MST / 4:00 PM EST

Location: Virtual, Zoom

[Learn more about Jobs Ability Canada.](#)

Register

Complete the Survey:

We invite you to participate in our brief survey because your valuable insights on recruiting, hiring, onboarding, and retaining workers who have a disability will greatly inform our training and services.

The survey is concise, taking only 5-10 minutes and responses will be treated with the utmost confidentiality, only aggregate data will be shared.

[English Survey](#)[French Survey](#)

If you're looking to start or continue your disability inclusion journey in your business, please e-mail us at

info@ontariotrainingcentre.com



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