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INSIGHTS FOR INCLUSIVE WORKPLACES

As we head into summer, it's a great time to reflect on what's shaping the world of work this year.

Through conversations with employers across Ontario and from attending events like the SIAL Canada Conference, Supporting Equity in Trades Conference, and the Canadian Mining Expo, one theme continues to rise to the surface: **retention**.

In today's climate, many employers are focusing less on expanding their teams and more on holding onto the talent they already have. From cost pressures to evolving roles, organizations are asking: How do we keep our teams engaged, supported, and committed for the long haul?

[A survey by Great Place to Work](#) found that when employees trust they'll be treated, equitably regardless of race, ethnicity, gender, disability, sexual orientation, or age, they are:

- 9.8x more likely to look forward to coming to work
- 6.3x more likely to feel proud of their work
- 5.4x more likely to stay with their company long term

So, as we honour **Pride Month** and **National Indigenous History Month**, we're reminded that inclusion is a powerful part of building teams that prosper.

Employee Resource Groups (ERGs)

One way that employers can improve retention and connection is by creating Employee Resource Groups (ERGs): voluntary, employee-led groups that foster belonging, community, and leadership opportunities.

ERGs offer space for employees to connect on shared identities, lived experiences, or values. For many, the opportunity to build community at work can be a meaningful driver of engagement and retention.

Beyond connection, ERGs can also support:

- Professional development and mentorship
- Inclusive feedback loops for workplace policies
- Cross-team collaboration and innovation
- Education and allyship across your workforce

If you're thinking about starting or strengthening ERGs at your organization, Canadian Centre for Diversity and Inclusion's toolkit is a great starting point:

[Read Employee Resource Groups – Toolkit for Creating and sustaining effective ERGs](#)

Featured Resources: Honouring Pride & Indigenous History Month at Work

This June, we recognize that creating inclusive workplaces for Indigenous and 2SLGBTQIA+ communities means going beyond statements of support. It means listening, learning, and connecting.

Here are two ways you can strengthen your inclusion practice this month:

1. Educate Your Team

This report explores how colonialism, racism, and systemic inequities continue to shape Indigenous experiences at work. It offers clear recommendations to foster understanding, belonging, and inclusion.

[Read the Report](#)

Lead with Pride: Best Practices for Advancing 2SLGBTQIA+ Leadership

This report amplifies the voices of Trans and Queer leaders — many from equity-deserving communities, including people who have a disability. It outlines practical strategies to better support, retain, and advance 2SLGBTQIA+ talent.

[Read the Report](#)

2. Connect with Community-Led Organizations & Supports

ENAGB Indigenous Youth Agency

A Toronto-based agency offering culturally grounded employment, wellness, and life skills programming for Indigenous youth.

[Visit ENAGB](#)

The 519

A 2SLGBTQ+ community hub in Toronto, offering programs like the Trans Youth Mentorship Program and workplace inclusion training.

[Visit The 519](#)

Good Company (formerly Asperfemme)

A peer-led support group for women who have Autism Spectrum Disorder and people who identify as non-binary people, grounded in community care and inclusion.

[Visit Good Company](#)

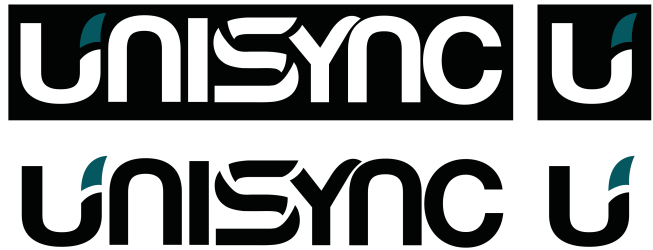
Explore Indigenous Workplace
Resources

Explore 2SLGBTQIA+
Workplace Resources

WELCOME TO OUR NEW COLLABORATORS:



GLA REHAB



Giving Hope Today



Upcoming Events: Save the Date!

Webinar

June 26 | 1:00 PM ET | Online

Join ODEN and inclusive employers across Canada for the official launch of the 2025 Light It Up! For NDEAM campaign. Discover how your business can participate and help shine a light on disability inclusion this October.

[Learn More + Register](#)

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

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