

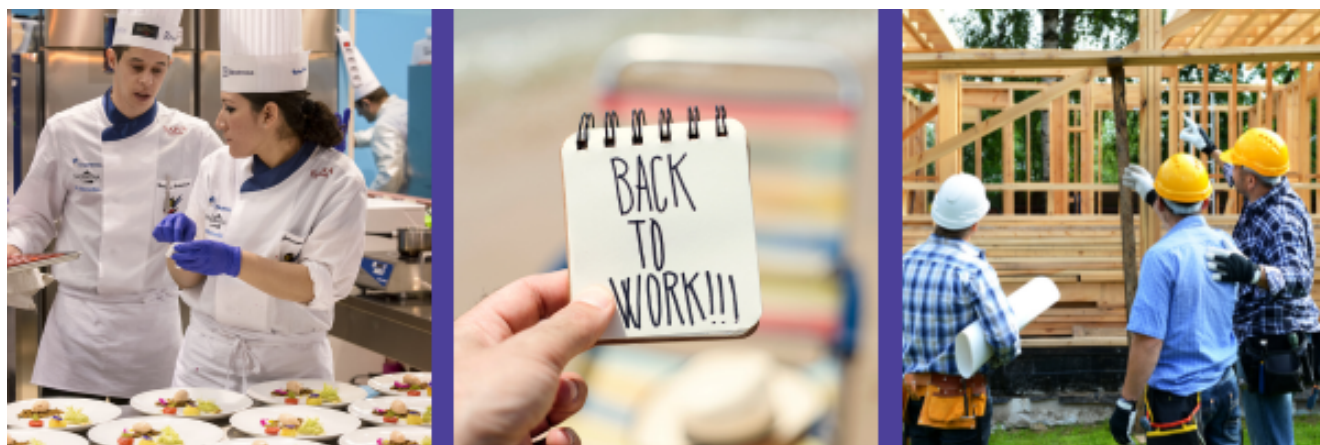
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## INSIGHTS FOR INCLUSIVE WORKPLACES

As summer winds down, many employers are in one of two places: deep in seasonal demand or gearing up for fall recruitment. No matter where your team lands, it's an ideal moment to pause and reflect: How are you supporting your current staff? Are your hiring practices accessible to attract top talent this fall?

This month, we're sharing a promising practice to support inclusion during the summer slowdown or peak season, along with a practical toolkit to help you remove barriers from your recruitment process. With [National Disability Employment Awareness Month](#) (NDEAM) coming up in October, we're also offering a preview of what's ahead, so your workplace can plan, participate, and lead with inclusion.



## Promising Practices: Intentional Check-Ins in the Summer

Summer can bring shifts in energy, focus, and engagement as your team may be very busy or coming back from vacation. An inclusive leader recognizes that not everyone experiences this season the same way.

Here's how to support your team, no matter the pace of work:

- **For teams at full capacity:** Acknowledge workload and stress levels. Brief, regular check-ins can go a long way in supporting employees during high-demand periods.
- **For teams returning from vacation:** Re-entry can be bumpy. Create space to reconnect, both socially and professionally. Re-orient teams with short team meetings or carve out time to reflect on goals and priorities for the fall.

By tuning in to how your team is feeling, you're building psychological safety, boosting morale, and laying the groundwork for long-term retention. And that's good for business in every season!

## Featured Resource:

# Recruitment Toolkit from CCRW

As many businesses begin preparing for fall recruitment, it's a good time to revisit how inclusive and accessible your hiring practices are, especially when it comes to welcoming employees who have a disability.

The **Recruitment Toolkit** from the Canadian Council on Rehabilitation and Work (CCRW) offers practical guidance to help HR professionals and hiring managers:

- Identify common accessibility barriers in the hiring process
- Develop a disability confident recruitment strategy
- Write inclusive, competency-based job descriptions
- Use accessible platforms to reach a wider pool of talent

Small changes in how you recruit can make a big difference in who applies and who grows in your workplace.

## Welcome OCTC's New Collaborators!



## Upcoming Events: Save the Date!

### ODEN Business Lunch & Learn Series: Shine a Light on Inclusion: Join the 2025 NDEAM Campaign

Sept 11 | 12:00-1:00 PM ET | Online

National Disability Employment Awareness Month (NDEAM) is a nationwide campaign that highlights the value of disability inclusive hiring and the contributions of people who have a disability. This session will show you how your business can participate in Light It

joined before or are brand new to the campaign, this is your chance to be part of something bigger.

[Register Here](#)

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## Rethinking Disability Conference 2025

Nov 3 | Sheraton Parkway Toronto North

ODEN's Annual Rethinking Disability Conference returns this year to help your business be resilient in times of change! This full-day professional development opportunity is designed for HR professionals, people managers, and business leaders to start or continue their disability inclusion journey.

All attendees will receive the full ODEN Disability Awareness Confidence Training, a certificate and 3.75 Continuing Professional Development (CPD) hours with the Human Resources Professionals Association (HRPA).

[Register Here](#)

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

[info@ontariotrainingcentre.com](mailto:info@ontariotrainingcentre.com)



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