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INSIGHTS FOR INCLUSIVE WORKPLACES

Let's talk about what builds strong teams.

In this issue, we're focusing on trust, inclusion, and the small shifts that make a big impact such as our approach with disclosure and onboarding. You'll also find practical tools to support accessible onboarding, highlights from the OCTC project, and an introduction to Employment Service Providers helping businesses across Ontario grow with inclusion.

Promising Practices: Building Better Teams in 2026 Through Accommodations

As you plan for 2026, you're likely reviewing your headcount, retention metrics, and training investments. But there's one critical opportunity that often goes unnoticed: disclosure and accommodation.

Right now, most workplaces are missing valuable insights from their teams. **76% of employees and 80% of executives choose not to disclose a disability** (Accenture, 2020). That's not because support isn't needed. It's because stigma and outdated processes are shutting people out.

But you don't have to wait on disclosure.

employees to initiate accommodation conversations, they're embedding inclusive practices across the employee journey.

For example:

- Budgeting for accessibility tools as standard infrastructure such as noise-cancelling headphones, flexible scheduling, quiet spaces, or screen-reading software
- Adding simple prompts to onboarding, check-ins and/or performance reviews that ask: "What would help you do your best work?"
- Equipping managers with the skills and confidence to support inclusion without needing a formal disclosure

By embedding these supports into your Q1 planning and budgets, you are making support expected and easy to access. As a result, you empower all your employees to invest in their work and company.

Featured Resource:

A Manager's Checklist for Accessible Onboarding

Your onboarding experience is the first opportunity to welcome an employee and introduce them to your culture. It sets the tone for retention, performance, and employee trust.

This fillable checklist from Canadian Council on Rehabilitation and Work (CCRW) equips managers with clear actions to build disability inclusive onboarding from day one, without waiting for a disclosure.

[**A Practical Checklist For Accessible Onboarding**](#)

Thank You, Employment Service Providers!

- Canadian Hard of Hearing Association
- Career Connection
- Community Living Mississauga
- Employment North
- Employment Services BGHP
- Innovative Community Support Services (ICSS)
- Job Gym Employment Services
- KW Habilitation
- Life Directions
- March of Dimes Canada
- Ottawa-Carleton Association for Persons with Developmental Disabilities (OCAPDD)
- Path Employment Services
- Performance Plus Rehabilitative Care (PPRC)
- SOAR Community Services
- South Essex Community Council (SECC)
- Spark Employment Services
- Starling Community Services
- The Bennett Edge
- Tropicana Community Services
- VCCS
- VPI Employment Services
- Walpole Island Employment & Training Program
- YES Employment Services
- YMCA of Peterborough Employment Services
- YMCA of Toronto

Employment Service Providers (ESPs) are essential partners in helping businesses build disability inclusive workplaces. By offering tailored recruitment support, onboarding guidance, and ongoing resources, your local ESP can help you confidently hire and retain employees who have a disability. If you would like to be connected to your local Employment Service Provider, please contact us at info@ontariotrainingcentre.com

Upcoming Events: Save the Date!

Inclusion: A Panel Discussion

Oct 28 | 1:00 PM ET | Virtual

Canada's healthcare sector is facing one of the largest labour shortages in the country. In the third quarter of 2024, there were 78,600 unfilled positions (EDSC, 2025). This gap threatens not only healthcare access, but also the well-being of existing staff. Disability inclusion offers a path forward.

Join us on October 28th for a panel discussion where healthcare leaders will share candid insights, challenges and the lessons they've learned from starting or growing in their disability inclusion journeys.

[Register Today](#)

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).

- **Morning: Disability Awareness & Confidence Training (DACT)**

Gain practical tools and real-world examples tailored for HR leaders, managers, and business owners. Walk away with confidence to dispel myths, hire inclusively, and strengthen DEIA benchmarks in your workplace.

- **Afternoon: Disclosure & Accommodation Workshop**

Explore key considerations around disclosure and accommodation through lecture, Q&A, and small group scenarios. Build confidence on both sides of the table and leave with frameworks you can apply immediately.

Finish your day with an exclusive networking event with Employment Service Providers to help you build stronger relationships with the disability talent pool.

[Register Here](#)

Inclusion Effect: Celebrating Progress, Building Legacy - Save the Date!

Nov 25 | 11:00 AM to 12:00 PM | Online

Businesses who have participated in the OCTC project are invited to join a special online event celebrating the project's success! Connect with peers, reflect on achievements so far, and learn more about the next steps in your disability inclusion journey.

More details will be available soon.

Newsletter Updates for 2026

Starting in January 2026, the OCTC Newsletter: Insights for Disability Inclusion will be renamed ODEN Newsletter: Insights for Disability Inclusion and be published quarterly (January, April, July, October).

We're excited to continue keeping you informed with insights, updates, and stories that reflect our broader work in disability employment inclusion across Ontario.

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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