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INSIGHTS FOR INCLUSIVE WORKPLACES

As businesses prepare for year-end wrap-ups and retention planning, now's the time to ask the question: **How can we help every employee succeed?**

This month, we're sharing practical ways to build inclusive performance review practices that support your entire team, including employees who have a disability. We're also recognizing **Indigenous Disability Awareness Month (IDAM)**, celebrating NDEAM 2025 milestones, and spotlighting what's ahead in employment law and accessibility.

Promising Practices: Accessible Performance Reviews

Effective performance reviews start with one question: **How can we set every employee up to perform at their best?** It's important to note that an employee's performance is deeply influenced by their environment. When performance reviews are accessible and rooted in two-way communication, all employees, including those who have a disability, are better supported to succeed and grow.

Here are three key strategies for **accessible performance reviews**:

1. Start with Curiosity, Not Assumption

- What helps you perform at your best?
- Does your current working environment meet your needs?
- What support or adjustments would help you succeed?

Open dialogue creates space for proactive support, not reactive fixes.

2. Clear Performance Standards

Every employee must meet the requirements of their role and how you communicate expectations matters:

- Be clear about job duties, success metrics, and evaluation methods
- Use plain language, avoid jargon, and provide materials in accessible formats
- Offer flexible ways for employees to demonstrate their impact

This approach ensures effective evaluations and provides opportunity to explore adjustments if needed.

3. Ask About Learning Styles During Onboarding and Beyond

Understanding how a team member learns and receives feedback can transform engagement:

- Ask about their preferred communication styles during onboarding
- Consider check-ins that match their needs (i.e. written follow-ups, visual supports)
- Revisit those preferences annually or after any change in role or working conditions

When reviews are disability inclusive by design, employees feel supported and empowered to grow.

[Learn More About Accessible Performance Management](#)

Featured Resource:

(IDAM)

November is recognized as Indigenous Disability Awareness Month (IDAM), a time to honour the stories, leadership, and lived experiences of Indigenous Peoples who have a disability across Canada.

Indigenous Peoples who have a disability often navigate the combined impacts of colonialism, racism, and ableism while contributing deeply to our communities and workplaces. These intersecting experiences of identity and exclusion shape how people access employment, support, and opportunity.

For employers, IDAM is an invitation to reflect on how your workplace culture, policies, and practices can become more inclusive and culturally safe for Indigenous Peoples who have disability.

Here's how your team can take action this month:

- **Learn from Indigenous-led voices:** Explore resources from the [British Columbia Aboriginal Network on Disability Society \(BCANDS\)](#) to deepen your understanding.
- **Create culturally safe workplaces:** The [Building Inclusion for Indigenous Peoples in Canadian Workplaces](#) guide offers practical strategies to address barriers like emotional tax and low psychological safety, helping employers foster environments where Indigenous employees feel respected, and empowered to thrive.
- **Build respectful, lasting partnerships:** [Sharing Prosperity: An Introduction to Building Relationships for Economic Reconciliation in Ontario](#) offers practical guidance for fostering inclusive, culturally aware business relationships with Indigenous employees, communities, and entrepreneurs.

Community News



Celebrating NDEAM 2025

On Thursday, October 16, 2025, businesses, organizations, municipalities, and landmarks across Canada participated in Light It Up! For NDEAM, a national initiative that shines a spotlight on disability inclusion in the workplace.

This year, more than 846 locations across 160 cities and towns lit up in purple and blue, sparking conversations and continued action toward disability inclusive hiring practices.

Thank you to every organization that took part and helped illuminate the importance of inclusive employment.

Thank You Georgian Bay Leaders for Making the “Disability Inclusion in the Workplace Leadership Summit” a Success!

On November 18, more than 30 business leaders from across Georgian Bay came together at Georgian Peaks Ski Club to learn and connect about disability inclusive hiring, onboarding, and retention. We are encouraged by the strong participation and this region’s commitment to building workplaces where everyone belongs and contributes.

A heartfelt thank you to our venue partners and ODEN member organizations for helping bring this important conversation to life:

- The Georgian Peaks Club
- Blue Mountains Chamber of Commerce

- Life Directions Employment Supports
 - Employment Services – Bruce, Grey, Huron, Perth
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Employment Law Update: Changes Coming to Ontario Employment Law

Beginning January 1, 2026, changes are coming to Ontario employment law that will impact all publicly advertised job postings. Employers will be required to:

- Include expected compensation or a salary range
- Disclose if artificial intelligence is used at any stage of the hiring process
- Notify interviewed candidates of the hiring decision within 45 days

These updates aim to strengthen transparency, fairness, and accessibility in recruitment across the province.

[Learn More](#)

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

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