



**Future
Skills
Centre**

Centre des
**Compétences
futures**

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Workplace Inclusion Charter Expansion

The project

Partners

[City of Kingston](#)

Participants racialized people, persons with disabilities, and Indigenous people

Locations

[Ontario](#)

Additional Partners

[KEYS Job Centre, St. Lawrence College](#)

Topics

[Inclusive Economy](#)
[SME Adaptability](#)

Related Tags

[cross-cultural](#),
[diversity and inclusion](#),
[indigenous](#),
[indigenous populations](#),
[people with disabilities](#)

The
Workplace
Inclusion
Charter
is
a
project
launched
by
the
City
of
Kingston
(ON)
in
partnership
with
KEYS
Job
Centre
in
2019,
creating
a
system
for
employers,
service
providers,
and
groups
underrepresented
in
the
labour
market
to
create
more
inclusive
work
environments
and
facilitate
access
to
new
talent
among
local
businesses
and
employers.

This project is designed to build up Kingston's employers' capacity for equity, diversity and inclusion (EDI) in their workplaces. Most businesses in Kingston (95%) are small- to medium-sized, often without dedicated HR staff. The Charter program bolsters their ability to hire, train, and retain diverse employees. By incorporating inclusive practices into the workplace, Kingston businesses can be well-positioned to attract and retain highly skilled,

underutilized
talent.

The
Future
Skills
Centre
is
investing
\$428,000
to
expand
this
project,
following
a
previous
investment
of
\$633,000.

**Evaluation
Report:
Evaluation
of
Innovation
for
Better
Integration
Pilot
Report**

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**Training
/**

career services provided

The project's inclusion coaches bring varied backgrounds and experiences into supporting employers and contributing to tangible change within organizations. In addition to its work with local SMEs, the Charter team has supported some of Kingston's largest employers such as a local school board, several member-based organizations, and a legal firm.

Early results

The Charter Strategy outlines 20 employer commitments across four categories: organizational culture, policies & procedures, employee recruitment, and employee retention and career development. The pilot phase of the program focused on newcomers to Canada and launched in August 2019. The first phase of the FSC project took the blueprint established for newcomers and expanded it to support three other marginalized groups: racialized people, persons with disabilities, and

Indigenous people.

The project has partnered with 50 employers to improve EDI practices within their organizations.

The project has helped employers to change policies, implement inclusive hiring practices and provide cross-cultural training.

In partnership with participating employers, the Charter team has worked on demographic data collection and workforce climate surveys so employers can better understand staff experiences within these organizations.

Next phase

The next phase will build on the existing Inclusion Charter tools to address the complexities that municipalities face as employers. The expanded toolkit will be piloted at the Corporation of the City of Kingston and then it will be shared with other small and rural municipalities in the region.

The project expansion will also establish a “Community of Practice,” which will facilitate ongoing workplace EDI skills development among practitioners, employers, and municipalities.

Evaluation Strategy

This project will be evaluated using tools and approaches aligned with its goals, context, and stage of development. The evaluation will focus on generating the right evidence at the right moment to move the intervention forward. [Read more about our evaluation strategy.](#)



The Future Skills Centre acknowledges that the Anishinaabe, Mississaugas and Haudenosaunee share a special relationship to the ‘Dish With One Spoon Territory,’ where our office is located, bound to share and protect the land. As a pan-Canadian initiative, FSC operates on the traditional territory of many Indigenous nations across Turtle Island, the name given to the North American continent by some Indigenous peoples. We are grateful for the opportunity to work in this territory and commit ourselves to learning about our shared history and doing our part towards reconciliation.

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