

**Diversity/Inclusivity**  
Annual Summary of Activities and Engagements  
April 1, 2015 – March 31, 2016

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Goals for 2015/2016:

1. Create a culture of learning about inclusivity, diversity, and accessibility.
2. Create welcoming and accessible environment for all.
3. Create opportunities for employee engagement.

Indicators:

1. Re-administer Inclusivity survey and demonstrate 10% increase in number of responders.
2. Re-administer Inclusivity survey and demonstrate 10% improvement in the overall score of responses.

All goals for 2015/2016 were met. Inclusivity Survey was conducted in the fall of 2015. The number of responders to survey increased from 52 in 2013 to 73 in 2015. The average score for all questions increased by more than 10%.

Agency's Inclusivity Plan was revised to better reflect the results of Inclusivity Survey. The Diversity Board was maintained and updated on a regular basis at the main office location to recognize significant cultural, religious, and historical events of the year. Several training sessions with external speaker were offered to employees throughout the year focusing on Intercultural Communication and Conflict Resolution through Inclusion Lens. In addition, Inclusion and anti-oppression training was provided to managers and directors through Social Inc. of Mohawk College. To create more opportunities for employee engagement, the agency offered individual email accounts to all of its employees, and Employee Council was established.

Goals for 2016/2017:

1. Create a culture of learning about inclusivity, diversity, and accessibility.
2. Create welcoming and accessible environment for all.

Indicators:

1. 100% managers and directors will complete Social Inc./Inclusivity workshop.
2. 100% employees will be able to access Social Inc./Inclusivity online training modules.
3. 90% of new hires will score positively on the On the Job Training Survey

