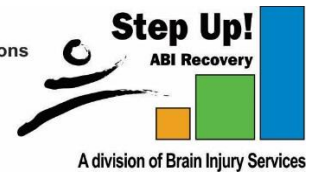


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Inclusivity Plan 2016-2017

Goal	Indicator	Activity	Responsibility	Timeline	Completion
1. Create a culture of learning about inclusivity, diversity, and accessibility.	100% managers and directors will complete Social Inc workshop.	Offer classroom training to managers and directors to develop competencies.	Vlad	April 2016	
	100% managers and directors will complete one identified online training module per month through Social Inc.	Offer online training to managers and directors to develop competencies.	Vlad	November 2016	
	100% employees will be able to access Social Inc. online training modules.	Offer online training to employees to develop competencies.	Vlad	November 2016	
	Each service has representation on the committee.	Offer classroom training to employees on select topics related to diversity and inclusivity.	Vlad	September 2016	
2. Create welcoming and accessible environment for all.	90% of new hires will score positively on the On the Job Training Survey	Provide additional inclusivity training to site trainers.	Laurie K	April 2016	
		Maintain an active roster of multi-lingual employees.	Laurie K	April 2016	

		Survey and report on new employee satisfaction with O&T process.	Laurie K	On-going	
	Quarterly memos related to inclusion and accessibility will be communicated to 100% of employees	Disseminate information via employee emails	Vlad	March 2016	
	All services will conduct at least two team building exercise per year	Conduct team building exercises.	Site managers/directors	On-going	