

Inclusive hiring basics

80%

In a workplace survey, over 80% of VCC students said that having a respectful work environment and work-life balance was important to them when considering a new job opportunity.

Build an inclusive workplace

As BC employers seek to build diverse and inclusive skilled workplaces, hiring students and graduates with disabilities is a natural choice. Employers benefit from adding people with disabilities to their workplace by:



Accessing a skilled talent pool

With increased competition for talent, diversifying recruitment efforts to attract people with disabilities is a smart business decision.



Gaining new ideas

Many people with disabilities are great problem solvers and critical thinkers who can often offer fresh approaches to work.



Add diversity to the workplace

Hiring a person with a disability will strengthen your organization as your team will be able to contribute a wider range of unique perspectives, skills and strengths that reflect the composition of Canadian society.

View the resource [Business case benefits for Inclusive Hiring](#) for more information.

Recruit VCC talent

Looking to recruit a more diverse workforce?

Reassess your job posting

Your job posting is the first impression for a candidate. By stating in the job posting the diversity commitments your organization, you can demonstrate a welcoming culture of inclusion for people with disabilities. You may want to include information that reminds all candidates that they are encouraged to request accommodation, if needed, to participate in the recruitment process.

Review your screening criteria

People with disabilities have valuable life experiences but may have faced societal and environmental barriers that have limited their employment history or other leadership/community involvement opportunities.

When reviewing applications, try to use different ways of assessing and understanding the skills and life experience that someone may bring to the workplace.

View these additional resources to support your inclusive hiring needs [Inclusive Hiring Myths & Facts workplace accommodations](#)

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Interview for success

Many employers want to create a fair and equitable interview process which may involve taking the time to review the process, to identify potential barriers to participation.



Is your interview format accessible?

Is your building accessible if someone needs to attend an in-person interview? Does the interview format (online or in-person) create any challenges for candidates?



Do screening activities promote equity?

Some employers use screening activities or testing as part of the interview recruitment process. It is important to consider if these activities would be challenging for someone with a disability. If so, adapt your approach.



Is your hiring team committed to inclusive hiring?

Going into a hiring process, it is important that all members of the selection committee are committed to inclusive hiring.

Culture fit can have a big emphasis in recruitment processes. However, a focus on “culture fit” can create a bias to hire a candidate that is like the rest of the team. If your team does not currently include people with disabilities, a strong candidate with a disability could be overlooked in the pursuit of “culture fit.”

Create a culture of inclusion

Creating a culture of inclusion is important to many employers as they recognize the value that a diverse workforce can bring.



Respect the employee's choice to disclose

People with disabilities choose to participate in the workplace in different ways. Some may want to disclose or talk about their disability while others prefer to maintain their privacy. Let your employee take the lead in deciding how much information they want to disclose within the workplace.



Provide accommodation

If your new employee requires some accommodation to learn or do their role, the first place to start is to have a conversation with the employee to identify options. Many accommodations are no cost or low-cost (less than \$500) to implement. Contact Neil Squire Society for more information about assistive technologies. neilsquire.ca



Communicate the value

Excite your team about bringing in more diversity into your organization. By bringing on diverse workers, your team has an opportunity to learn and innovate. Be sure to communicate the value that diversity brings to your organization and your team.