

Event Final Report

MAKING EMPLOYMENT PRACTICES MORE ACCESSIBLE IN ONTARIO



Making Employment Practices More Accessible in Ontario

Workshop

OCTOBER 7, 2014

The G. Raymond Chang School of Continuing Education
Ryerson University
Heaslip House
297 Victoria Street, 7th Floor
Toronto, ON M5B 1W1

Presented in Partnership with:



Overview of Event

The October 07th Business Leadership Network Breakfast Series Event was a tremendous success. Special thanks to The Conference Board of Canada and Ryerson University for sponsoring the event. Ontario JOIN arranged for the speakers and panelists and performed outreach for the event. The featured speakers and topics for the morning were very well received and highly informative and educational, leaving all attendees with resources, toolkits and new contacts.

Our objectives for attendees included:

- The Business Benefits of Accessibility
- Overview of the Employment Standard and the Employer's Toolkit
- Three Case Studies – Recruitment and Selection
- Accommodation and Return to Work, Performance Management
- Sharing of Resources and Tools on the AODA Employment Standards

Speaker Quotes

"I realized early on in the recruitment process with over 300 applicants applying to SIGNS Restaurant, that I really needed to interview all 300 because all applicants who were deaf had a different first language – ASL. To make it a fair process because of this and the differences in the resumes and skills, we interviewed all 300 to find the final 38 we hired."

Anjan Manikumar
Owner, SIGNS Restaurant

Steering Committee

The Steering Committee was composed of representatives from the Ontario JOIN team, representatives from The Conference Board of Canada and representatives from Ryerson University.

Numbers Attending

We were sold out for the event at least one month in advance of the actual date with 78 in attendance. Organizations who attended were: Regional Municipality of York, WeirFoulds LLP, Beyond Rewards Inc., Equitable Bank, SOCAN, Public Health Ontario, Ontario Teachers' Pension Plan Board, Accessibility Ontario, Alcohol Countermeasure Systems Corp. GS1 Canada, Computershare Trust Company of Canada, Ontario Dental Association, Weston Foods, Centennial College, Pink Triangle Press, Strongco Corporation, Flagship Software Ltd., Dentons Canada LLP, Ontario Business Improvement Association, Town of Ajax, Bio- Rad Laboratories (Canada) Ltd. Crawford Chondon & Partners LLP, Loblaw Companies Limited, Toronto International Film Festival, Diversified Global Asset Management, The Bishop Strachan School, Canada Colors and Chemicals Ltd., Holland Bloorview Kids Rehabilitation Hospital, CIBC, Royal Bank, Mercedes-Benz Financial Services, Canadian Business SenseAbility, Central East CCAC, Tarion Warranty Corporation, Abilities Centre, Ace Bakery, KPMG LLP, Youth Employment Services, Deloitte LLP, Scotiabank, Toronto Central Community CCAC, Miles Nadal Jewish Community Centre, IBM Canada, SIGNS Restaurant, Canadian Hearing Society, the Conference Board of Canada, Ryerson and JOIN.

Official Agenda and Speakers

7:30 a.m. Continental Breakfast

8:00 a.m. Welcome and Opening Remarks

- **Deepak Soni, Chair, Ontario JOIN Board of Directors**
- **Dr. Marie Bountrogianni, Ryerson (Heather Willis filled in for Dr. Bountrogianni)**
- **Charles Silverman, Ryerson**

Business Benefits of Accessibility and Employers' Toolkit Overview

- Presentation: Ruth Wright, Conference Board of Canada

Recruitment Outreach and Selection

- Presentation: Alicia Cameron, Conference Board of Canada
- Panelist – Case Study – **Anjan Manikumar, SIGNS Restaurant**

9:30 a.m. Networking Break

9:45 a.m. Overview of Accommodations and Return to Work

- Presentation: Ruth Wright, Conference Board of Canada
- Panelists:
 - **Christine Tavares, KPMG**
 - **Dory Grdovic, KPMG**

Overview of Performance Management Requirements

- Presentation: Richard Brisbois, Conference Board of Canada
- Panelist – Case Study – **Rukhsana Syed, IBM**

11:30 a.m. Table Discussion

- Q&A

11:45 a.m. Closing Remarks

- **Deepak Soni, Chair, Board of Directors, Ontario JOIN**

Conclusion

Official thank-you letters were sent out to all facilitators and speakers on behalf of the partners. As a result of the success of this event, the Conference Board of Canada has approached JOIN to partner with them for a similar event in York Region in late February of 2015.