Resources

Transforming workplaces for equity-deserving learners **Future-Ready Workforce Series**





Hiring & Recruiting:

- University of Waterloo. (n.d.). <u>Equity, Diversity and Inclusion Best Recruitment</u>

 <u>Practices: Discover how to make EDI a priority in your recruitment strategy.</u>

 Employer Resources. Hire Waterloo.
- ACEWIL. (2021). Diversity and Inclusion (D&I) Toolkit for Employers and Hiring Managers: Six Tools for Diversity in Work Integrated Learning (WIL):

 Supporting employers to attract, hire and onboard Students from International Pathways (SFIP).
- University of Toronto. (2021). <u>Hiring and Retaining Diverse Students: Employer Toolkit</u>, Experiential Learning Modules.
- Interior and Northern Work Integrated Learning (INWIL). <u>Hiring and Onboarding</u>
 Student Talent Toolkit.
- University of Waterloo. (n.d.). <u>Interview Best Practices.</u> Employer Resources. Hire Waterloo.
- The University of British Columbia. (2019). <u>Equity Consideration in Virtual Interviews</u>. Equity & Inclusion Office.
- Immigrant Employment Council of British Columbia. (2021). <u>Tips for Screening</u> Resumes.

Onboarding:

Technation Canada, (2021). Career Ready Tips for Onboarding Students Remotely.

Diversity Drives Success. TRIEC Learning. (n.d.). <u>Orientation Topics Checklist for New Employees</u>.

Ontario Disability Employment Network (ODEN). (2019). <u>Making Onboarding Inclusive</u> & Successful for everyone.

Mentoring & Supervising:

Canadian Center for Inclusivity and Diversity. (2020). <u>Creating a Safe Space for Dialogue on Antiracism</u>. <u>In Inclusive Workplaces Guides</u>.

Presidents Group & Open Door Group. (2022). <u>Performance Management to Support Inclusive Cultures.</u> Accessibleemployers.ca





- Canadian Association for Supported Employment. (2021). <u>Inclusive Performance Management</u>. In HR Inclusive Policy Toolkit.
- Schnieders, A. (2020). <u>4 Ways Mentoring Can Empower Diversity and Inclusion Initiatives</u>. Association for Talent Development.

Equity Diversity & Inclusion in WIL

- ACEWIL. (2021). WIL EDI Resource Hub: Identifying Barriers and Strategies for Equitable Ways Forward in WIL. Akanksha Thakur.
- Winchester-Seeto, T., Mackaway, J., Peach, D., Moore, K., Ferns, S., & Campbell, M. (2015). <u>Principles, Guidelines, and Strategies for Inclusive WIL: Access, Participation, and Progression in Work Integrated Learning.</u>
- Jackson, D., Dean, B. A., & Eady, M. J. (2023). <u>Equity and Inclusion in Work-Integrated Learning: Participation and Outcomes for Diverse Student Groups.</u>
- Chatoor, K., & Balata, L. (2023). <u>Student Identity and Work-integrated Learning (WIL):</u>
 <u>Exploring Student Experiences of WIL by Demographic</u>. Higher Educations
 Quality Council of Ontario (HEQCO).
- Gatto, L. E., Pearce, H., Plesca, M., & Antonie, L. (2021). <u>Students with Disabilities:</u>

 <u>Relationship Between Participation Rates and Perceptions of Work-Integrated</u>
 <u>Learning by Disability Type</u>. University of Guelph.
- Goldman, A., Mackay, G., Lowes, V. L., Henville, L., Gillies, J., Persaud-Jairam, C., Soikie, S., Koffi, N., Shah, N., & Walchi, J. (2023). <u>Applying Principles of Equity, Diversity, Inclusion, and Access in Work-Integrated Learning.</u> In The Routledge International Handbook of Work-Integrated Learning.
- Ho, C., Steward-Smith, C., & Gunaratne, D. (2023). <u>How Career Influencers Can Promote Sustainable Careers and the Wellbeing of Underrepresented Students</u>. In Sustainable Career Ecosystems for



