

TIABC WEBINAR SERIES

*Understanding Equity, Diversity & Inclusion to
Help Reshape the Workplace*



ParriagGroup
It's about people

**go2HR®**



WHO WE ARE

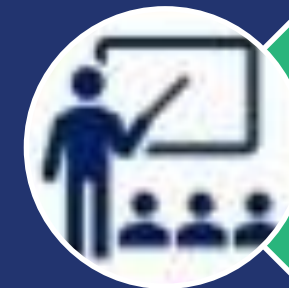
go2HR is BC's
tourism and
hospitality human
resource and
health & safety
association.



Health & Safety



Human Resources



Industry Training



Research and Strategy

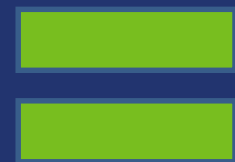
go2HR[®]

WHY EDI?

Strong Workforces



Safe Workplaces



RESPECTFUL WORKPLACES



Meet the team



Dr. Amanda Parriag



Erin Bull



Paul Chaulk



ParriagGroup
It's about people

What is EDI?



Equity

is understanding that not everyone starts from the same place. Different barriers must be removed so people have the same opportunities in society.



Diversity

is the variety of people, experiences and ideas in society. Some types of diversity are: race, ethnicity, age, gender, sexual orientation, religious beliefs, economic status, physical abilities, life experiences, and personal perspectives.



Inclusion

is embracing and respecting diversity so everyone feels valued and able to contribute to their fullest potential.

EDI: where to start



Image from Pacific Surf School

What we've been up to



Hearing from
stakeholders and
go2HR regional HR
consultants



Creating the EDI
framework



**Hearing from industry stakeholders
and regional HR consultants**

EDI issues in the industry



**Labour shortages and
recruiting diverse employees**



Knowing where to start with EDI



**Finding credible EDI information
and support**



Image from the Revelstoke Review

Raising the EDI profile among businesses



Businesses need to understand the benefits of EDI



An EDI framework could help businesses to start their EDI journey



EDI needs to be positioned among other business challenges



EDI supports for businesses



Industry-tailored supports,
education, training



Coaching for owners/operators
and leaders

*"People need support on how to make actions
intentional and not just be reactive."*



EDI challenges for businesses in the industry



Lack of time and funding for training



Businesses need to know where to start on their EDI journey



Image from Destination BC/Hubert Kang

What EDI success looks like



Measure progress on EDI



Owner/operators and leaders support EDI and model the behaviour



Ongoing journey to address EDI; not a check box exercise

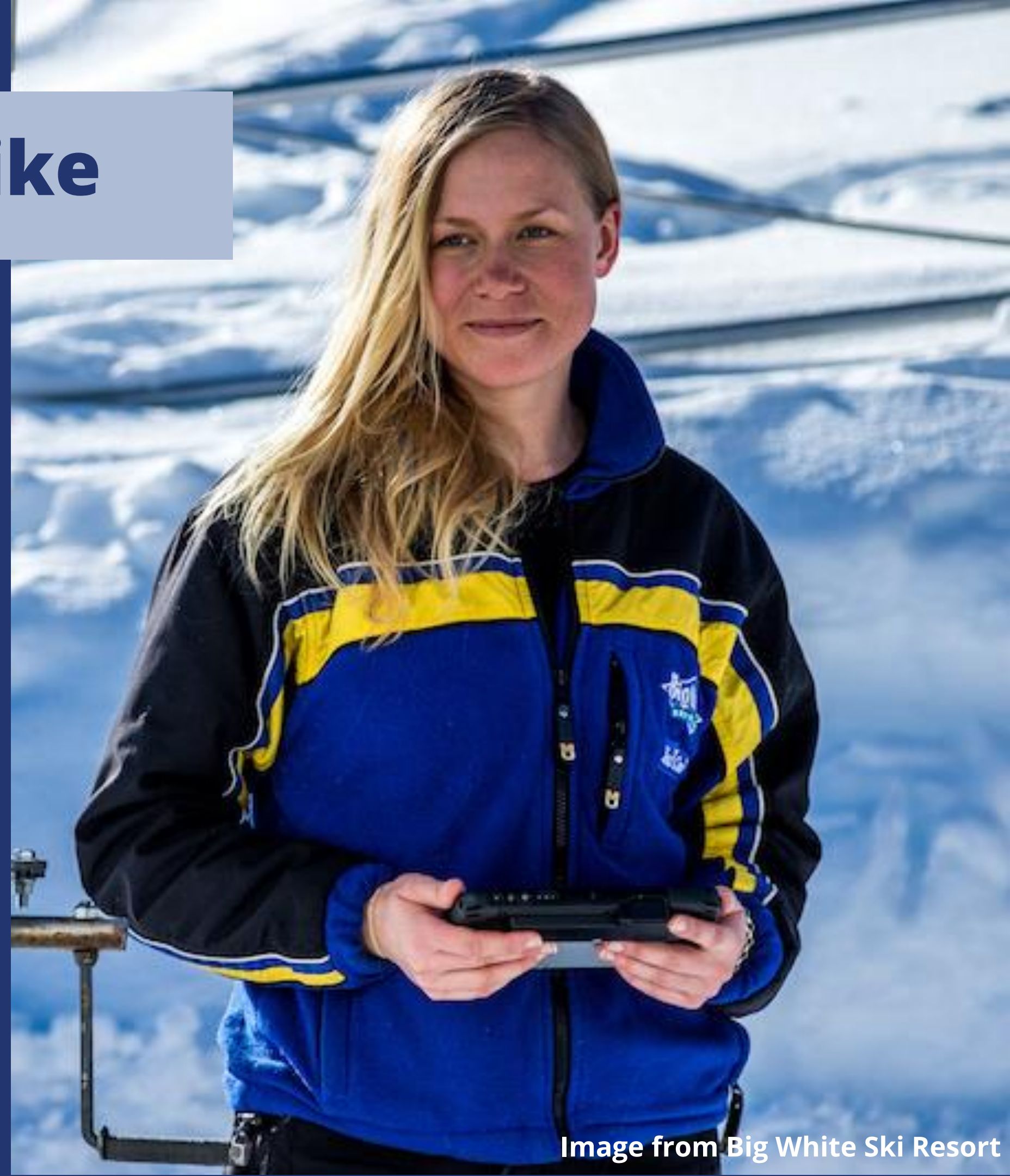


Image from Big White Ski Resort



The timing for EDI fits within the context of a new tourism environment. Shaping the future of tourism, and pushing these hot button issues that need to be sustainable. This is one of those pillars that fits really well with a new tourism industry horizon.



**What EDI
challenges are you
seeing in the
industry?**

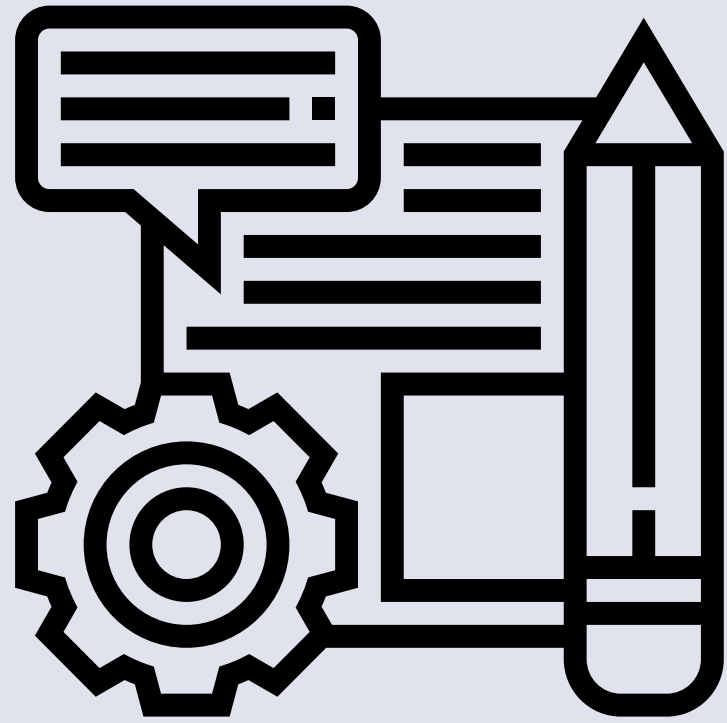
**What do you think
are driving them?**



Workplace issues and EDI

- Recruitment and retention challenges
- Untapped pools of labour
- Unsupportive workplace culture
- Staff not fully engaged
- Diverse guests don't feel welcome





Creating the EDI Framework

How to understand the framework

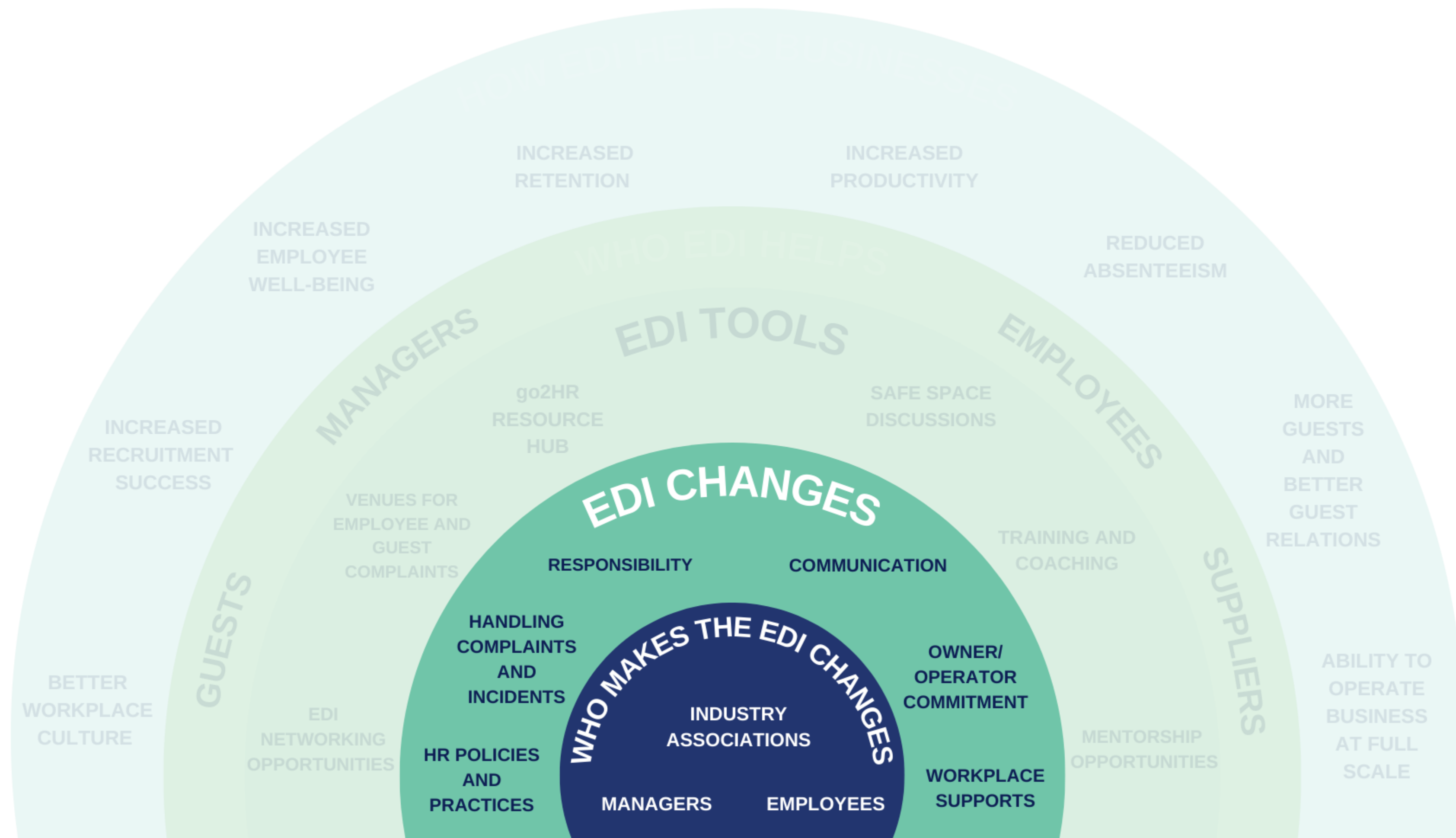


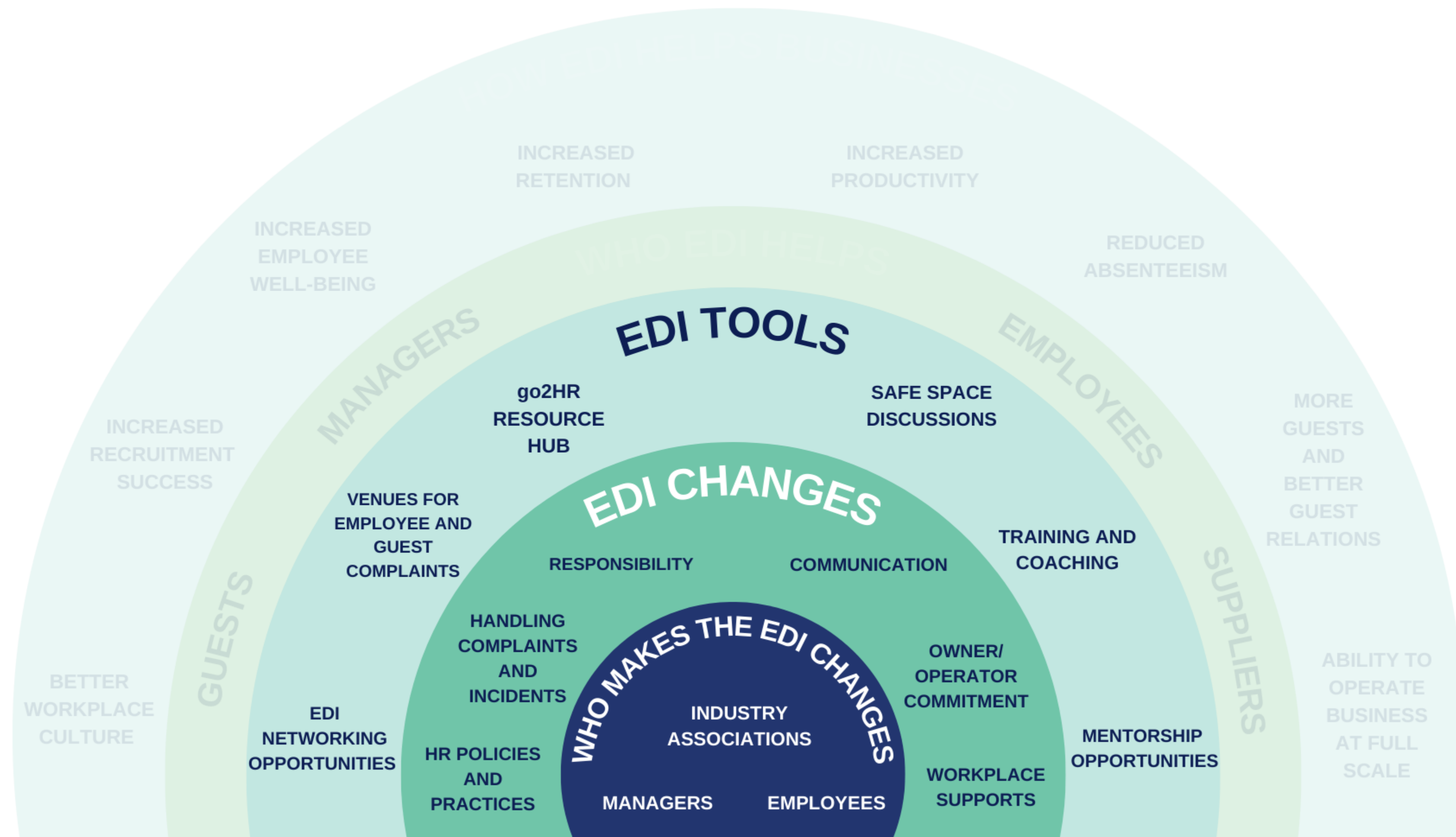
Image from Tofino-Ucluelet Westerly News

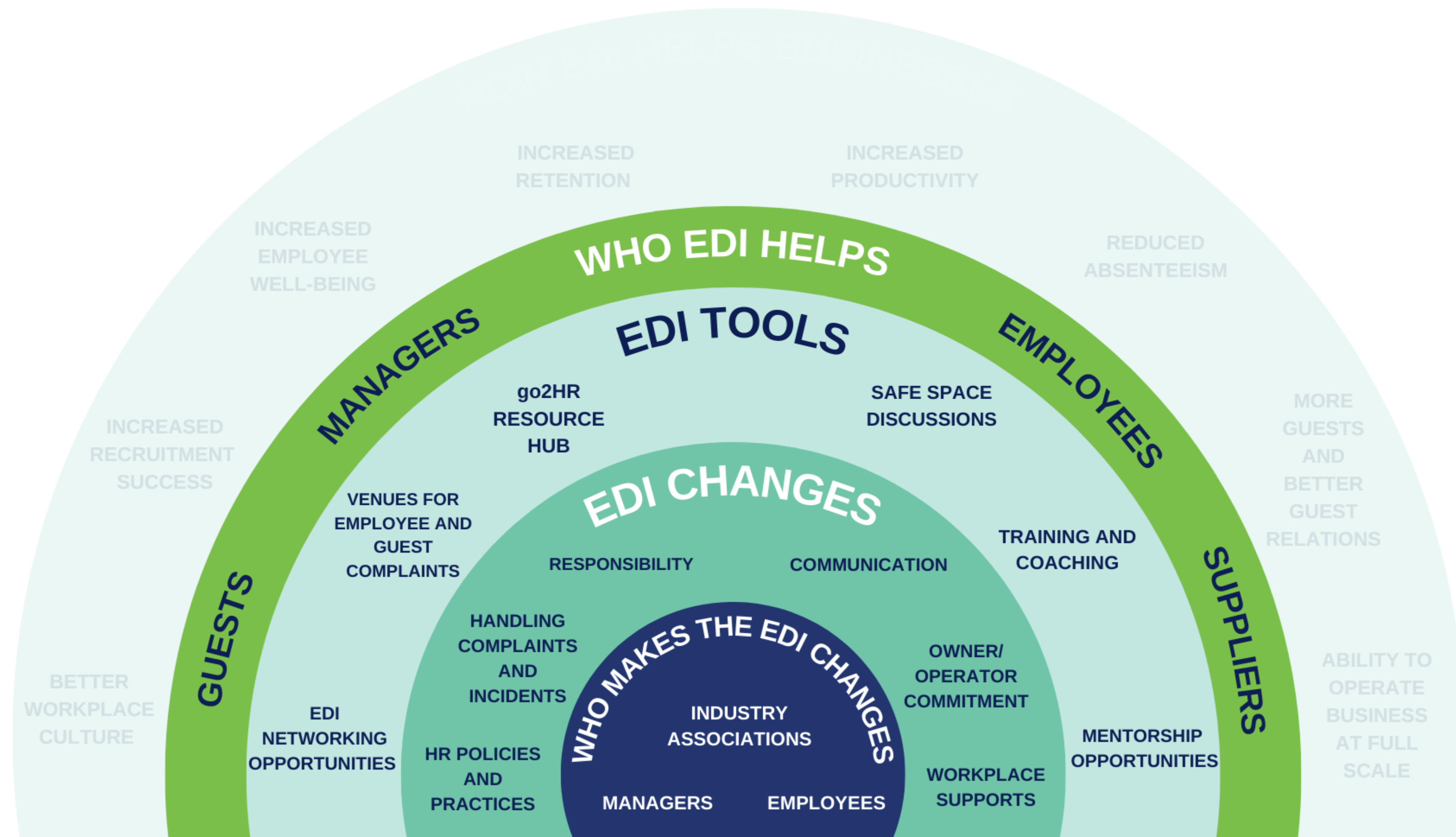
**go2HR Equity,
Diversity and
Inclusion (EDI)
Framework**

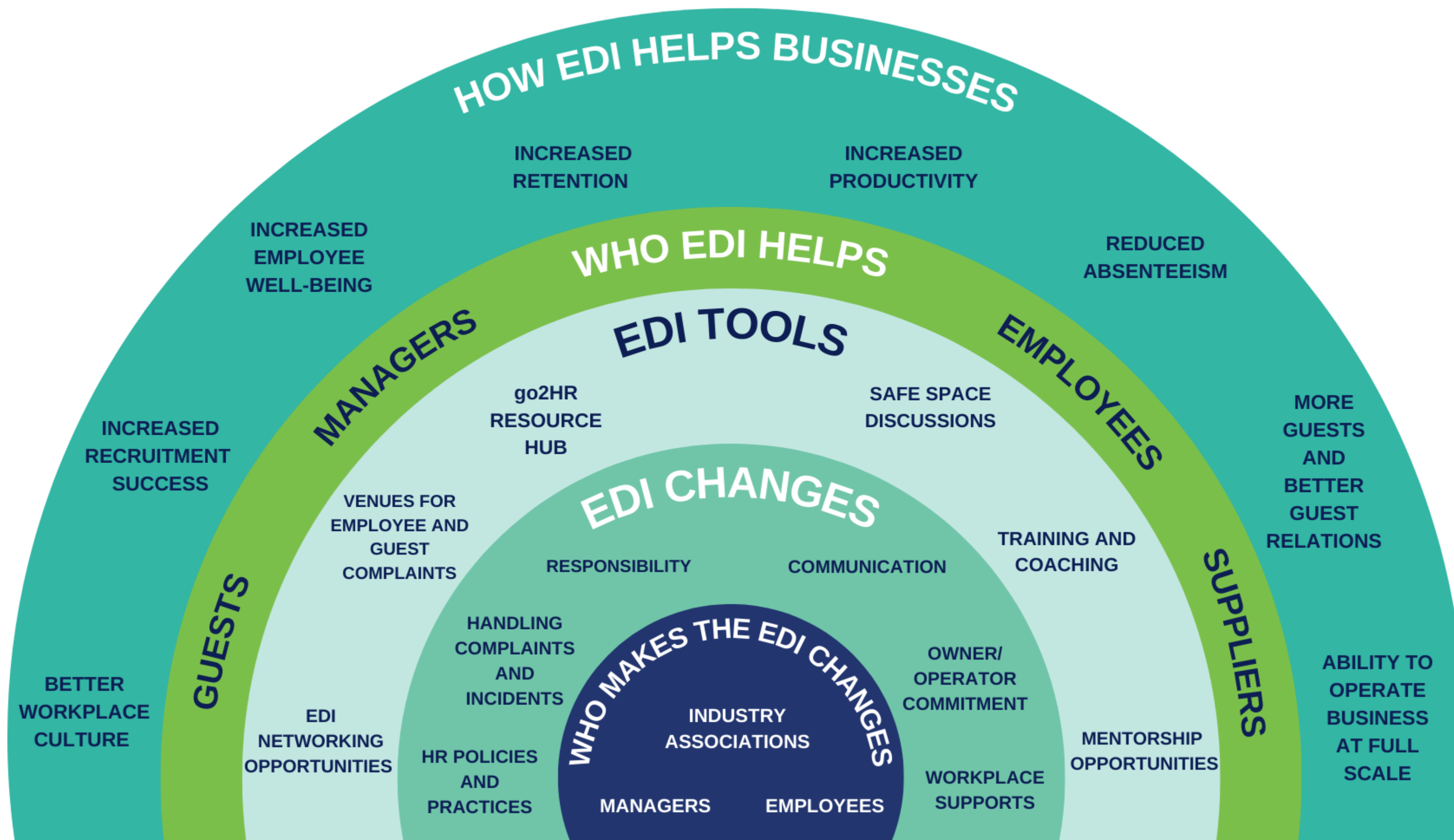
Things to consider on
your EDI journey



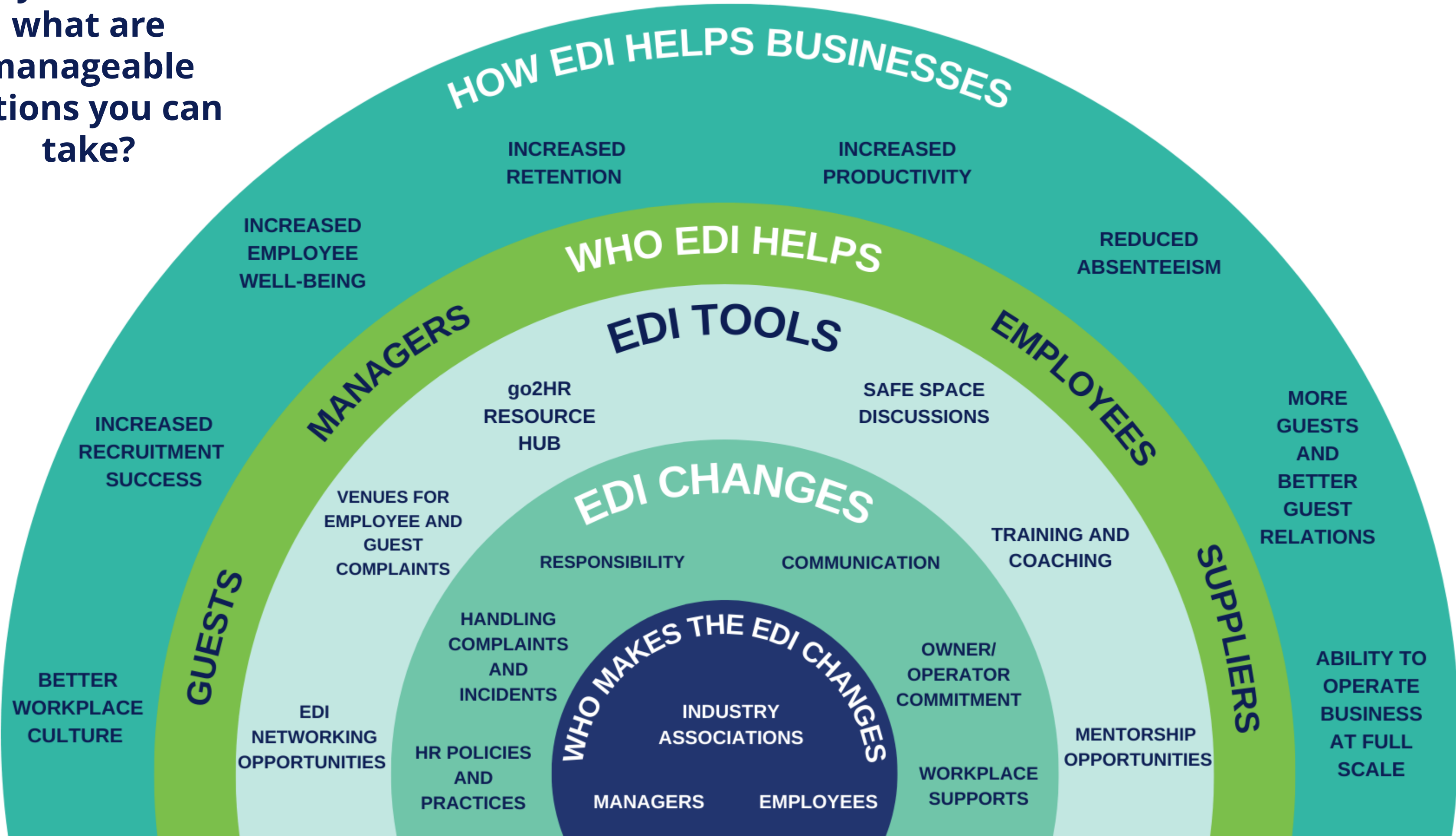




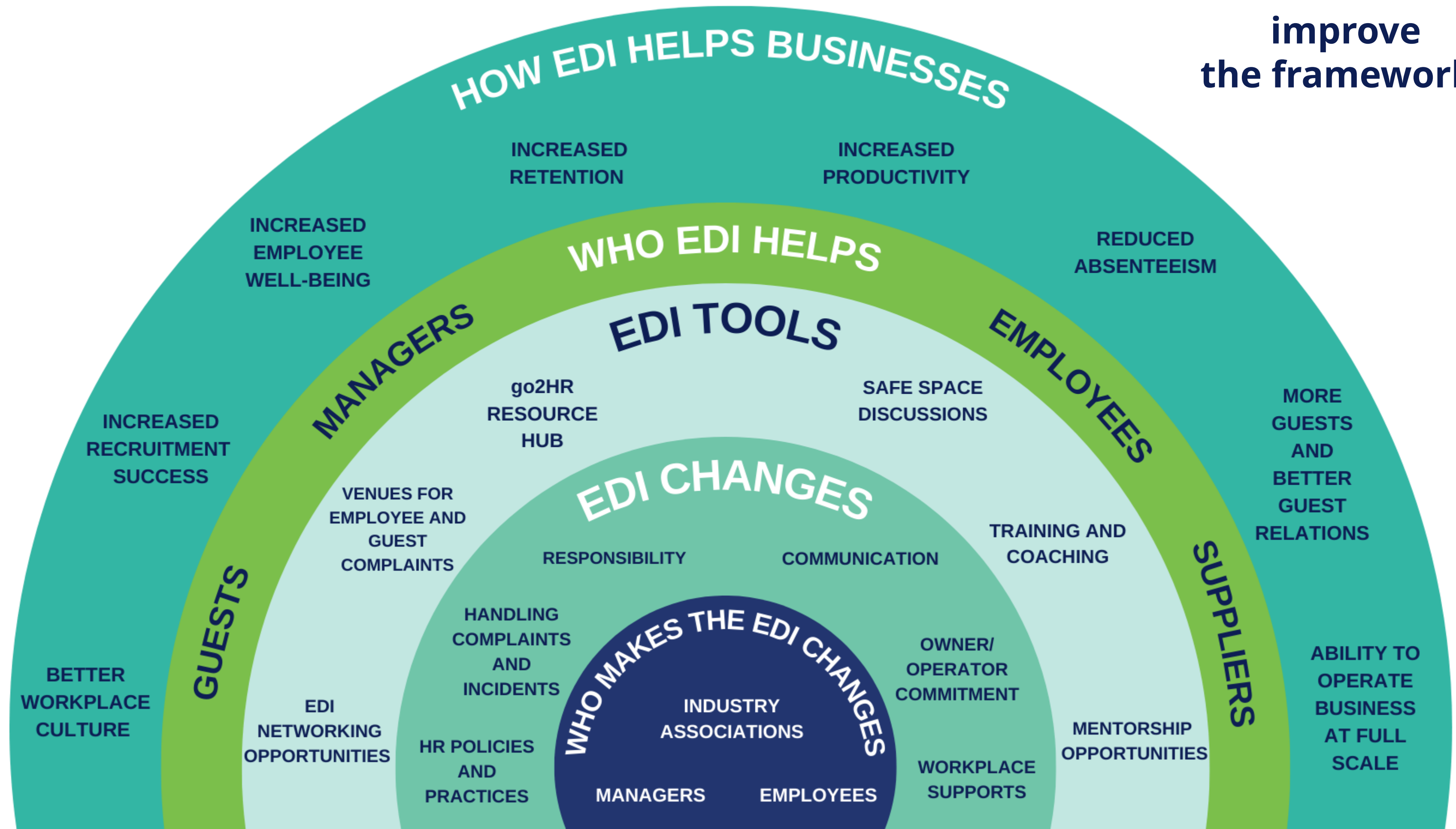




In your work,
what are
manageable
actions you can
take?



How can we
improve
the framework?



On the horizon

- Go2HR EDI Resource Hub launch webinar
- Go2HR EDI Resource Hub goes live



Final questions?



Image from Sea Kayak Adventures



THANK YOU

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