

**Call to  
Employers  
to  
Participate**

# Creating a Diverse & Inclusive Workforce

We aim to understand your company's capacity to support and advance women in the trades and collaborate with you to design and implement organizational improvement. We look at your current workforce statistics, policies and practices, and working culture and crew dynamics. Based on this information, Build a Dream will co-develop with you a plan to make concrete steps toward a gender-diverse workforce, building your organizational capacity in Equity, Diversity and Inclusion (EDI) overall.

## BENEFITS

-  Recognition as a leader in advancing gender equity, diversity and inclusion (EDI) in the trades
-  Snapshots of current organizational capacity in EDI
-  Experienced Human Resources support
-  Tailored solutions aligned with existing strengths, capacity and resources
-  Peer learning with Canadian companies

## PARTICIPATING INCLUDES:

### BASELINE ORGANIZATIONAL ENVIRONMENTAL SCAN



Includes baseline surveys on proportion of women and gender-diverse tradespersons in your workforce along- side interviews with senior management to examine relevant policies and practices. Lastly, focus groups will be conducted with 3-4 journeypersons and apprentices to better understand the work environment.

### PILOT-TESTING ORGANIZATIONAL CHANGE



Build a Dream will customize a plan, based on your baseline organizational capacity, and work with you to implement and pilot-test organizational changes (e.g., policies, practices, additional resource and supports).

### FOLLOW-UP ORGANIZATIONAL ENVIRONMENTAL SCAN



About a year after the pilot, we will conduct a follow- up organizational environmental scan to document progress, success stories, best practices, lessons learned, and recommendations. With your permission, your company journey will be documented as a case study to inspire others in the industry.

**CONTACT US**

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