Fast Facts

BULLETIN 122 | FRIDAY, JULY 31, 2026

Accessibility and Inclusion

DEI: What can Employers do?

Diversity, Equity, and Inclusion (DEI) is more than just a workplace buzzword. It's about creating an environment where all employees feel respected, valued, and supported.

As an employer, small actions can have a meaningful impact.

- Review hiring practices to ensure fair and equitable opportunities for all candidates.
- Use inclusive language in workplace communications and policies.
- Promote a culture of respect where everyone feels welcomed and valued.
- Seek employee feedback on inclusion initiatives and workplace culture.

Compliance with the AODA

As part of the Accessibility for Ontarians with Disabilities Act (AODA) commitment to creating a more accessible Ontario, employers with 20 or more employees are required to submit an Accessibility Compliance Report every **three years**. Since the previous reporting cycle was due in 2023, the next reporting deadline is **December 31, 2026**.

Employers should receive notification regarding their compliance reporting requirements by mail or email. To avoid missing the deadline, we recommend completing and submitting the report well in advance.

If you need assistance completing the report or have questions about your organization's accessibility obligations, please contact a member of our team.

Upcoming Events

Essentials of Supervision

6-PART WORKSHOP SERIES

The purpose of this program is to assist supervisors in gaining the confidence and knowledge in becoming an effective supervisor and to provide practical tips and strategies for immediate application in their workplaces.

DATE: September 16 - October 28

TIME: 8:30 AM - 12:30 PM

LOCATION: HRPAR Office or virtually (Zoom)

OJG funding for 2026-27 is now open. If you are interested in applying, please reach out to us - we would be happy to help!

Blog

JUNE 29, 2026 | HUMAN RESOURCES

Diversity in Canada

DEI REMAINS A COMPETITIVE ADVANTAGE

In recent years, media coverage has suggested that Canadian perspective towards DEI—diversity,

"A leader is one who knows the way, goes the way and shows the way."
- John C. Maxwell

equity, and inclusion—in the workplace has shifted. This perception has been shaped by tensions from the U.S. political climate, economic instability, rising living costs, and changes to immigration policy. As a result, some business leaders…

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