



DIVERSITY AND INCLUSION

Fuze HR Solutions Inc.





Fuze HR Solutions is a proud Employee Partner with the Canadian Center for Diversity & Inclusion.

What is Diversity and Inclusion in the **Workplace?**

In today's workforce, diversity means more than ethnicity and gender. It has taken on new life, as there is a growing importance placed on creating environments where these "obvious" differentiators are not the only indicators of diversity and inclusion. It has become important to create environments where all people are encouraged to draw upon their unique experiences, perspectives and backgrounds to advance business goals.

DIVERSITY IN THE WORKPLACE TODAY CAN INCLUDE SOME OF THE FOLLOWING:

- **ETHNICITY**
- **GENDER**
- **SEXUAL ORIENTATION**
- **RELIGIOUS AFFILIATION**
- **GENERATION**
- **DISABILITY**
- **PERSONALITY TYPE**
- **THINKING STYLE**



OUR PRACTICE OF DIVERSITY AND INCLUSION

“It’s one thing to promote diversity and inclusion, it’s another thing entirely to practice it.”

At Fuze HR, we believe in transparency. That is why we can openly discuss the Diversity and Inclusion practices we have in place:

- The appointment of a Chief Equality Officer, who oversees our diversity and inclusion programs.
- The creation of a Diversity Leadership Council, who implements our programs and plans.
- Various courses and certifications that are mandatory for our staff to take and update on a regular basis.
- Constantly strengthening and adapting our anti-discriminatory policies.
- Accepting and honouring multiple religious and cultural celebrations and practices.
- A tailor-made program that integrates our diversity and inclusion strategies to recruit, develop and retain diverse candidates, track performance and perform leadership assessments.

Some *Statistics* on Fuze HR:

- Members of the Canadian Center of Diversity and Inclusion
- Members of the Canadian Gay and Lesbian Chamber of Commerce
- Members of The Canadian Ethnic Studies Association
- All employees have completed Microsoft Unconscious Bias Training Program
- All employees have completed Harvard University Implicit Association Test
- Female dominant business: 66% female, 34% male
- We represent over 20 different ethnic backgrounds, including several visible minorities
- We speak over 25 different languages, with most employees speaking upwards of 2 languages
- 90% speak 2 languages or more
- 65% speak 3 languages or more