

We've always been a
very inclusive employer.
I think it's just because
we like helping people out.
It's really important to us,
No one feels left out, because I know on
our management team, like
everyone has their quirks,
everyone has their differences,
everyone deserves a chance to work.
So we've been using the Open Door Group
for quite a few years now,
and we use them to help us
hire new employees who may be facing
employment barriers and
we've really enjoyed working with them.
1 in 4 British Columbians
self-identify with a disability.
So the next time you go out to dinner or
whomever or wherever, you know
1 in 4... and when you're not
participating in hiring inclusively,
you're losing out on what
we call the untapped talent pool.
And this untapped talent pool are filled
with people who are
talented, skilled, and are
currently looking for work.
Most of the clients that I see for the

first time are not
really the one that's smiling
all the time.
I mean, they try to keep upbeat probably,
but they'll be
kind of the being down or like
they've been denied,
they've been rejected,
they've been told something that's like,
no, no, no, not going to happen.
I think a lot of people don't realize on
all the great people
they're missing out on is
kind of my thought.
All these people who had come to us who
were going through the
interview process and we
think they're great and then they think,
well, I have a big but to
being hired by you, like
whatever that barrier is to them.
At the end of the day, it's making sure
that everyone does have
equal chances, equal opportunity,
and equal opportunity to
grow and to prove themselves.
And I think Open Door Group has become
really being pioneering.

We're always very much about like, if we
think you'll be a good
fit for us, we'll get along.
Like we are happy to
train you from the ground up.
We do also are working as a facilitator
for some of the financial
incentives for the employers
to supporting small employers who is
willing to hire a lot of
the new staff or other people
from marginalized originally
from the labour market.
And then we provide like the cash
supports and we are kind
of acting as a facilitator
on behalf of the province, making sure
that the employers are
having like the easier access
to one of those fundings that can
actually help them,
not just for their own operations,
but for them to be more inclusive and
we're engaging with the
local talent pools here.
You just got to give people a try.
There's nothing to lose and maybe you'll
find a great new fit for your company.