



Workplace inclusion and accommodation are challenging topics of conversation. Inclusion is about ensuring that everyone's voice is heard and valued within your organization. But what does an inclusive workplace actually look and feel like? How are employees' opinions being considered across departments and within different levels of hierarchy? A similar consideration should be given to accommodation, where an employer makes adjustments to the workplace for a person or group of people with unique requirements as a result of a characteristic protected under human rights law.

In this issue of HR In-Brief, we provide you with a variety of examples of workplace inclusion and accommodation to spark conversations within your teams about these critical topics.

Have thoughts to share or questions around this topic? Reply to this email to get in touch.

- Sheenagh Beadell, *Partner*, Chemistry Consulting Group

## FEATURED GUEST BLOG

### Weed in the Workplace: Considerations for Employers in Accommodating Medical Marijuana

FASKEN

Our featured guest blog this month is presented in partnership by Matthew Larsen and Matt Allard from [Fasken](#).

"How should an employer respond when an employee submits a request to use medical marijuana in the workplace? How does an employer balance the employee's rights against an employer's obligations to ensure a safe workplace? Continue reading to learn the answers to these questions..."

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### Creating a Culture of Inclusion in the Workplace

by [Hire Immigrants Ottawa](#)

"Recognizing the benefits of diversity and inclusion, many employers and organizations have taken significant steps to build inclusive strategies and policies in their workplaces. This work is

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important. It articulates a vision for diversity and inclusion, and outlines strategies and structural changes to get there. "

## Human Rights: The Duty to Accommodate in Light of COVID-19

by [Pacific Legal Education and Outreach Society](#)

"The COVID-19 pandemic has not changed basic human rights. Non-profits as employers, service providers, and landlords have the same obligation they ever had not to discriminate; not to make negative decisions based on personal characteristics, and not to take actions, make decisions, have policies or establish physical circumstances that have particularly negative consequences for individuals because of their personal characteristics."



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## How to Avoid Just 'Checking the Box' on Disability Inclusivity in the Workplace

by [ADWEEK](#)

"Ranging from questions in hiring and recruiting best practices to creating a more inclusive workplace, read on to see what these experts had to say about how to best address the gaps within the disability community in the advertising world. "

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## COVID-19: Legal Obligations Around Childcare Accommodation

by [Canadian HR Reporter](#)

"Accommodation is an individualized assessment. For some positions, a work-from-home arrangement is easily accomplished. For many others, a work-from-home arrangement is not feasible because the work requires tools or resources available only in the physical workplace (for example, manufacturing, sanitation or construction)."

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**TUNE IN:**  
Inclusion BC's Virtual Learning Series



be hosting a series of free webinars!

Upcoming on Dec 3rd, learn how to host fun events that get everyone engaged! In this fun and engaging webinar you will learn about fundraising, community development, and creating successful projects.



**The Successful Project**  
A Free Webinar For Self Advocacy Groups  
**Dec 3, 2020**  
10:00AM – 11:30AM (PST)  
Are you a member of a self advocacy group?  
Do you want to start one?  
**THIS WEBINAR IS FOR YOU!**

inclusionBC BC Self-Advocacy Society

[More Information about Inclusion BC](#)

# UNEMPLOYMENT STATISTICS

LOCAL, PROVINCIAL, NATIONAL

## 'Employment growth slows as new COVID-19 restrictions are implemented'

*The Daily - Labour Force Survey*

	AUGUST 2020	SEPTEMBER 2020	OCTOBER 2020
VICTORIA	10.6%	9.3%	7.7%
VANCOUVER	12.9%	11.2%	9.7%
BRITISH COLUMBIA	10.7%	8.4%	8%
CALGARY	14.6%	12.8%	11.5%
ALBERTA	11.8%	11.7%	10.7%
CANADA	10.2%	9%	8.9%

Source: *Statistics Canada Labour Force Survey, October 2020*

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