

**There's no better way to strengthen group cohesion and develop a shared vision than by getting together and having a good time with your colleagues. And for that, you need:**

**fun!**



## Moving Towards More Inclusion in the Workplace

Nicolas Salinas Selaya, Human Resources Manager, and Vanessa Blouin, Managing Director, took part in the Pacte pour l'inclusion au travail des personnes immigrantes (Pact to Include Immigrants in the Workplace), a coaching program organized by the City of Montreal's Bureau d'intégration des nouveaux arrivants à Montréal (BINAM).

Through a series of workshops participants explored four different ways to better include recently immigrated people in the workplace: attraction, hiring, onboarding, and talent development. Next, the ideas were tested in 'real life', with personalized coaching by Luciano Bruin Cruz and Sébastien Arcand, full professors at HEC Montréal's Department of Management. The Tel-jeunes team decided to work on how to attract talent for its own micro-experiment.

After the workshops, Tel-jeunes made a commitment: starting on March 7<sup>th</sup>, 2023, we've committed to adapting 100% of our job postings to attracting more recent-Canadian candidates, and particularly candidates from diverse backgrounds. We hope to incorporate these new learnings in the next 6 to 12 months!

