

# Objective:



Partnering with corporations and organizations to increase Black and minority representation in workplaces and leadership including boards

## Addressing the Ivany Goals

- #3: Retention of International Students
- #7: Labour Force Participation Rate
- #8: Employment Rate - African Nova Scotian (ANS).

# The Problem:

- There is a sensitivity issue that has an impact on employment and retention of employment of people of ANS community
- Due to generations of unconscious racial bias, the confidence of many has been eroded and many more lack the interview and employment readiness skills required to even get them to the interview stage.
- Solution must be creative, directed on the causes and the reasons for the situation

# Our Solution:



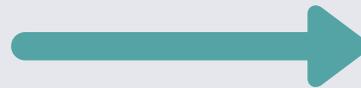
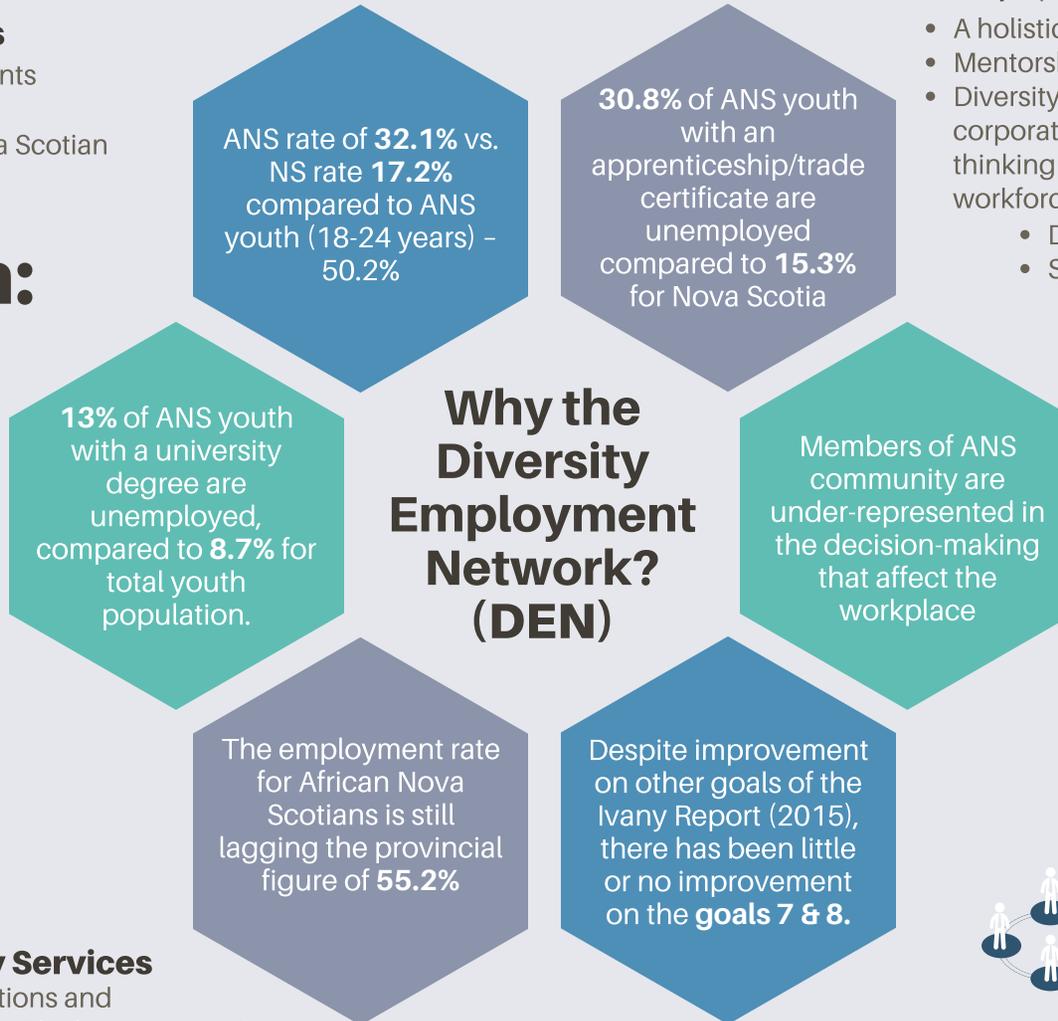
## Diversity Advisory Services

Partnering with corporations and organizations to increase Black representation in workplaces and leadership including boards



## Diversity Employment Network

Diversity and inclusion employment solutions for Black individuals seeking employment and corporations looking for a diverse talent.



# Pillars of DEN:

The 3 major pillars as DEN are:

- A holistic approach to talent recruitment
- Mentorship
- Diversity and Inclusion Advisory for corporations with the aim to change the thinking from management level down to the workforce
  - Diversity and Inclusion benchmark
  - Sensitivity benchmark

# Expected Impact of DEN:



Change the corporate sensitivity attitude through advocacy and

Improving the number of underrepresented minorities in decision-making roles.



Mentor and build skills among the ANS job candidates in readiness for placement.



This will have an incremental economic impact as the skilled candidates from this sector will be available for high paying jobs thereby reducing poverty levels and productivity improves with economic growth in Nova Scotia.