Ongoing Workplace Change Recommendations for Larger Businesses

Larger tourism and hospitality businesses may find it useful to form committees to advance EDI within their workplace.

Below are some things to consider when forming a committee:

- Committees can be formed under the general label of advancing EDI, or if there are enough employees from equity-deserving communities, committees can be formed along those lines as well.
  - For example: The Black Employees Network, Women in Tourism and Hospitality, The Indigenous Employee Circle, Employees with Disabilities, etc.

- Employers may also find it useful to create Advisory Committees for equity-deserving communities.
  - This way, communities have a designated seat at the table so their perspectives are heard and recommendations can have a direct impact

- Committees and Advisory Committees can also benefit by appointing a Champion(s) for the work they set out to do
  - These employees are leaders of these groups who inspire other employees to get on board, as well as keep employees and employers accountable to the their commitments

- Committees need allotted funding and time to do their work, hold events, and pay staff.
  - EDI work is takes time and energy, and employees should be compensated for their work
  - Equity-deserving communities are often already doing EDI work on their own time, and it can be discouraging and disrespectful when that work is not recognized as such

- Committees need to have a designated physical space to meet with others for planning.

- Committees should get a sense of what the lived experiences are in the group.
  - This will give the committee a baseline of the expertise their members bring to the table, and where there might be areas of further learning required

- Committees need accountability mechanisms.
  - There should be a safe venue for employees to provide complaints and suggestions

- Committees need buy-in from leadership.

So, what do you do if you are nervous to start a committee, or are afraid to ask for EDI change at your workplace?

- Employers can start with safe-space discussions for employees.
  - In this space, all viewpoints are welcome and encouraged. All employees should be allowed to speak up.

- If employees do not feel confident speaking in a safe space discussion, they might consider networking with other employees who they believe might have similar EDI values to them, and who might consider forming a committee.
  - There is power in numbers, and more brains often make lighter work

- If leadership is unaware of EDI issues, or does not want to address issues that employees are concerned about, employees in a committee might consider alternate ways to get the attention of leadership.
  - A committee might choose to write a formal letter to leadership outlining their concerns and their desires for an improved workplace
  - It's important that there be signatures of employees who want change so leadership understands that there are many people who stand behind the cause