

EQUITY IN ACTION: EVERY VOICE MATTERS

MARCH 2026

Small Changes, Big Impact

Inclusion starts with noticing.

Who gets the busiest shifts? Whose feedback is heard most? Who might be hesitant to speak up?

Ways to bring equity into daily work:

- Review your team's workload regularly. Equity doesn't mean equal, it means balanced.
- Rotate opportunities (like PR events, or webinars) when possible.
- Encourage quieter voices by asking for input in one-on-one conversations.
- Recognize accomplishments publicly and fairly. Celebration builds belonging.

Building Equity, One Step at a Time

March reminds us that equity goes beyond fairness. It's about ensuring that everyone has the tools and opportunities they need to succeed.

For scheduling coordinators and managers, that means thinking about access, balance, and flexibility every day.

When we make room for each voice, we make room for growth.

Resources

- **Canadian Centre for Diversity and Inclusion (CCDI):** *Equity in the Workplace Toolkit*
- **Women and Gender Equality Canada:** resources for inclusive leadership
- **Home Care Ontario:** best practices for equitable workload management