

NEW BEGINNINGS & INCLUSIVE FOUNDATIONS FROM YOUR HR TEAM

JANUARY
2026

Happy New Year, Team!

As we step into 2026, we are reminded that every fresh start gives us the chance to build stronger connections and more inclusive environments for our staff, clients, and the communities we serve.

This year, we will begin sending out monthly newsletters that celebrate diversity, equity, and inclusion (DEI); showing how these values strengthen teamwork and client care in home care scheduling. Let's make 2026 a year of belonging, understanding, and growth.

Building Inclusion into Every Schedule

In home care, inclusion doesn't just mean celebrating differences; it means recognizing them in the way we plan, communicate, and support one another.

Every time a schedule is built or a call is made, there is an opportunity to lead with empathy and fairness:

- Ask open-ended questions when confirming shifts or availability
- Be mindful of cultural or family observances that may affect schedules.
- Celebrate collaboration!! Every schedule reflects the care and voices of many people.

Inclusion starts with the choices we make every day... even in the small details.

Quick Tips: Inclusive Language at work

Words shape how we connect. Try these small shifts:

- Say "Team" instead of "Guys"
- Use "They/Them" if you're unsure of someone's pronouns
- Ask clients or coworkers how they prefer to be addressed

These little changes build comfort & trust across our diverse teams.

Monthly Reflection

What is one small action you can make this month to make someone on your team feel more included or valued?

Closing Notes

Thank you for bringing care, compassion, and collaboration to every part of what you do. Together, we are creating a culture where everyone (staff and clients alike) feel like they belong.

Here's to a bright and inclusive 2026!

Resources

- Canadian Centre for Diversity and Inclusion (CCDI) – free webinars & articles: ccdi.ca
- Government of Canada – Workplace Inclusion Tools: canada.ca/diversity-inclusion
- Home Care Ontario – Building Inclusive Client Relationships: homecareontario.ca