

Destination BC

Report on Poverty Reduction Calendar Year 2023

Destination BC Diversity, Equity, Inclusion and Accessibility (DEIA)

DBC launched a three-year DEIA corporate strategy and roadmap as part of our commitment to telling BC's stories through a diversity of voices. This work is supported by policies, processes, programs, best practices, and performance measures designed to support equity deserving groups.

In 2023, Destination BC **started and completed** the following:

- established an Accessibility and Inclusion Committee (AIC), in compliance with the Accessible British Columbia Act and to support us in meaningful implementation of the Accessible British Columbia Act and Regulation, furthering our goal to authentically identify, remove, and prevent barriers to individuals in, or interacting with, Destination BC in the pursuit of a more inclusive and accessible tourism industry.
- established a corporate DEIA learning plan for employees
- became part of the President's Group Community of Accessible Employers, which signifies a public commitment to becoming more inclusive in employment practices and hiring of individuals with disabilities. DBC welcomes employment applications from all qualified job seekers. We are committed to ensuring workplace accommodations are in place to enable our people to do their best work. DBC has participated in the BC Public Service's Work Able Internship Program since 2018, offering twelve-month internship opportunities to individuals who self-identify as having a disability.
- became Rainbow Registered® – an accreditation given to 2SLGBTQI+ friendly spaces. Becoming Rainbow Registered signifies an ongoing commitment and effort to provide a warm and accepting experience for 2SLGBTQI+ employees and consumers through progressive policies and practices.
- became a part of the President's Group Community of Accessible Employers, which signifies a public commitment to becoming more inclusive in employment practices and hiring of individuals with disabilities,
- signed on as an employer partner with the Canadian Centre for Diversity and Inclusion, providing employees with unlimited access to webinars, a knowledge repository, and various other resources to support their DEIA learning journey.

Initiatives that **began in 2023 and are ongoing:**

- establish a list of qualified DEIA subject matter experts in the areas of DEIA audits and assessments, human resources and employee relations, and organizational learning, training, and development
- corporate DEIA learning for employees
- action planning to support employees that identify as having a disability