

# Employer Self-Assessment Worksheet

This worksheet presents Work Integrated Learning (WIL) employers an opportunity to reflect on their active commitments to equity, diversity, inclusion, and the Truth and Reconciliation Commission's Calls to Action. We encourage employers to share their reflections, concerns, and questions with WIL practitioners.

Employer: <input type="text"/>	What culturally relevant opportunities did you provide the WIL student? <input type="text"/>
Work term dates: <input type="text"/>	
WIL/Co-op Coordinator: <input type="text"/>	

During the work term, I ...	frequently	sometimes	n/a
... facilitated two-way feedback.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... provided leadership opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... offered networking opportunities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... recognized student contributions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... supported cultural expressions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I made the workplace welcoming by ...

...continues on reverse

**We respond to the 92nd Call to Action by ...**

i.) building meaningful relationships with Indigenous people and communities.	<input type="checkbox"/>
ii.) ensuring equitable access to training opportunities and employment advancement.	<input type="checkbox"/>
iii.) educating staff on Indigenous histories, including treaties and residential schools.	<input type="checkbox"/>

I demonstrated my commitment to the TRC's Call to Action 92  by

<b>As an employer, I ...</b>	<b>reflected on</b>	<b>acted on</b>
... Indigenous leadership and direction.	<input type="checkbox"/>	<input type="checkbox"/>
... contemporary Indigenous issues.	<input type="checkbox"/>	<input type="checkbox"/>
... experiences of workplace discrimination.	<input type="checkbox"/>	<input type="checkbox"/>

What advice would you give to another employer looking to hire an Indigenous student?

What does tokenism mean to you? Did you witness or combat this in the workplace?