

# EDI Recruitment Language Template

For businesses on their EDI journeys, hiring and retaining diverse employees is an important part of building a strong team with a variety of lived experiences and perspectives.

When putting out job postings, employers should be aware of the different types of people they want their job posting to reach. This includes people with disabilities, racialized people, Indigenous people, 2SLGBTQ+ people, gender-diverse people, those of different religions, etc.

The kind of language an employer uses can signal to potential employees what type of business the employer runs, and if they feel safe or qualified enough to apply.

Below is a sample of an EDI recruitment statement that employers can tailor to their own businesses' objectives when looking to hire diverse employees.

**Please note that statements like this should be coupled with the established EDI protocols and accommodations mentioned so it is clear that the business is modelling transparency and accountability.**



*[Insert business name here]* is an equal opportunity employer.

We recruit, hire, train, compensate and promote people all of races, ethnicities, religions, genders, sexes, abilities, and ages.

Through fair hiring practices, we believe it is important to provide opportunities to those who face systemic barriers. We also know that having a diversity of expertise and experience strengthens our team.

Our mission is to be a place where all employees feel welcomed, included and celebrated.

Our dedication to promoting equity, diversity, and inclusion makes these values the foundation for all that we do.

We encourage all applicants who require accommodations to their application or interview process to get in touch with us at *[insert email / phone number here]*.

