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## Flexible Workplace Practices Rooted in Equity Principles

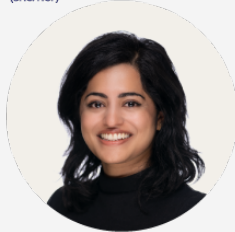
Flexible work has emerged as an important tool to boost worker satisfaction and business productivity. Alternative work arrangements can empower employees to decide how they work best, and ensure that work environments support diverse needs and identities.

1. Integrating equity and flexibility into company culture means ensuring that people are valued, and that their needs are truly heard.
2. Flexible work is about how an employer equips their employees to thrive in their jobs, whether in-person or remote.
3. Aligning goal-setting across the organization allows for improved communication at all levels of the team. The Objectives and Key Results (OKR's) model can help to create a more equitable work environment.
4. Flexible work is more than just remote work; it's about creating a healthy work environment.

### Takeaways:

Speakers Jolin Joseph, Haley MacDonald and Sydney Piggott share these must-haves:

**Jolin Joseph**  
(she/her)



**Haley MacDonald**  
(she/her)



**Sydney Piggott**  
(she/her)



- Jolin Joseph, Manager – Research, Education and Knowledge Mobilization at YWCA Canada, mentions that there is no blueprint for flexible work; it's time to have these discussions and empower employees.
- Haley MacDonald, Director, Experience and Change at Imagine Canada, highlights how, with ever-evolving technology, it's difficult to imagine that flexible work isn't available, accessible, or convenient for some industries. It is critical to start small, and take care of employees.
- Sydney Piggott, Social Impact Manager at Shopify, emphasizes the importance of putting people first when designing workspaces and policies because safety and equal access are at stake. "Treat people like people, and not employees."

## Resources

[Making Performance Reviews Fairer in a Hybrid Workplace | Harvard Business Review](#) – Browse this page for additional information on advancing justice, equity, diversity, and inclusion in the nonprofit sector.

[New Training Series on Employment Equity - Hybrid Work and Performance Management | YWCA Canada](#) – Apprenez à réimaginer les politiques, les pratiques et la culture pour donner la priorité aux personnes, quel que soit leur lieu de travail.

[Diversity in Corporate Community Investment | Imagine Canada](#) – Browse this website to learn more about fundamental gaps and oversights in representation, intentionality, and leadership.

[Equity Benchmarking Project | Imagine Canada](#) – Learn more about this project, which aims to raise awareness of what Canadian charities and NGOs are doing to advance justice, equity, diversity, and inclusion.

[Grant Connect | Imagine Canada](#) – One of Canada's most comprehensive nonprofit grants databases.

[HR Intervals | Imagine Canada](#) – A free HR knowledge base for nonprofit people leaders.