

# TOURISM WORKPLACE DISABILITY INCLUSION: EMPLOYER PERSPECTIVES

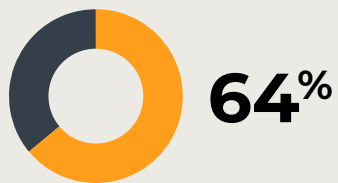
Belong

Tourism HR Canada's Belong initiative aims to promote increased accessibility in tourism employment. Belong's research components include surveys and focus groups conducted with individuals with disabilities and with tourism employers, and data from Statistics Canada's 2022 Canadian Survey on Disability. High-level insights have been summarized in this series of infographics, while a full report can be accessed on the Belong website: [BelongTourism.ca](https://BelongTourism.ca).



## BY THE NUMBERS

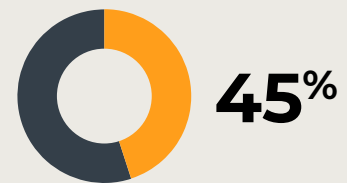
### Enhancing Diversity, Equity, Inclusion, and Accessibility (DEIA)



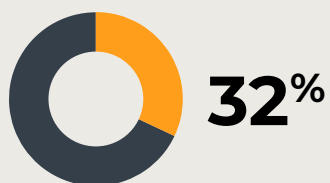
Have adopted inclusive hiring practices



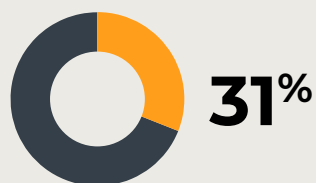
Are involved in community outreach programs



Support diverse-owned businesses or suppliers



Conduct DEIA training programs



Have formal DEIA policies in place

## Demonstrating external recruitment efforts specifically targeted at hiring individuals with disabilities

78% Utilizing inclusive language in job advertisements

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56% Collaborating with disability-focused job boards or employment networks

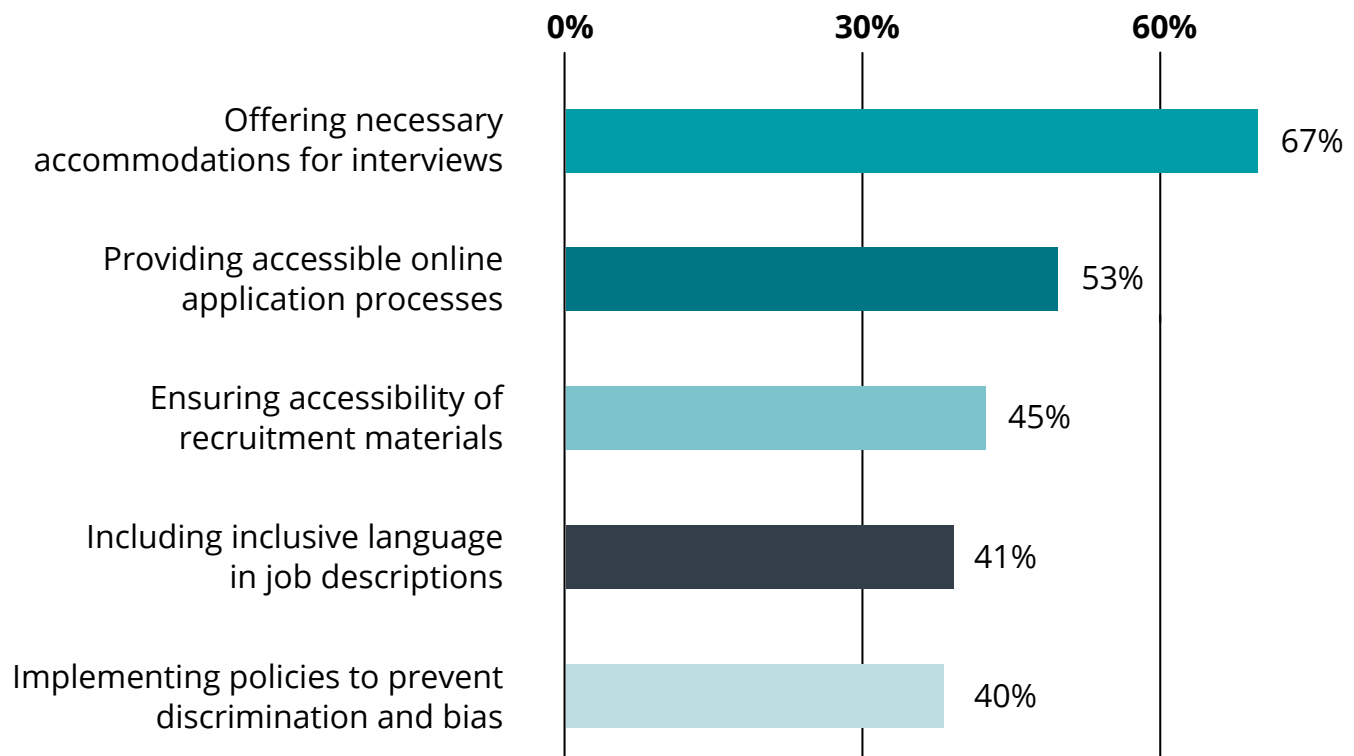
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56% Establishing internships or apprenticeship programs for individuals with disabilities

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56% Offering mentorship programs

## Commitment to disability inclusion in recruitment



## Accommodations offered to employees with mental health conditions



**69%** Making reasonable adjustments to workload or deadlines



**60%** Offering flexible work hours or remote work options



**67%** Encouraging open conversations about mental health



**42%** Providing access to mental health resources and accommodating therapy or counselling appointments



**65%** Fostering a workplace culture that supports mental health

## Professional development opportunities offered to support career advancement for employees with disabilities

**46%** Regular feedback sessions and performance reviews focusing on learning and development

**42%** Support for pursuing further education or certifications

**38%** Inclusive training programs covering job-related skills

**35%** Opportunities for cross-functional training and skill diversification

**33%** Mentorship programs for professional development

**31%** Networking events to facilitate connections and career growth

## Flexible work options



**76%**

Offering flexible start and finish times



**57%**

Offering flextime options



**56%**

Offering option to work from home

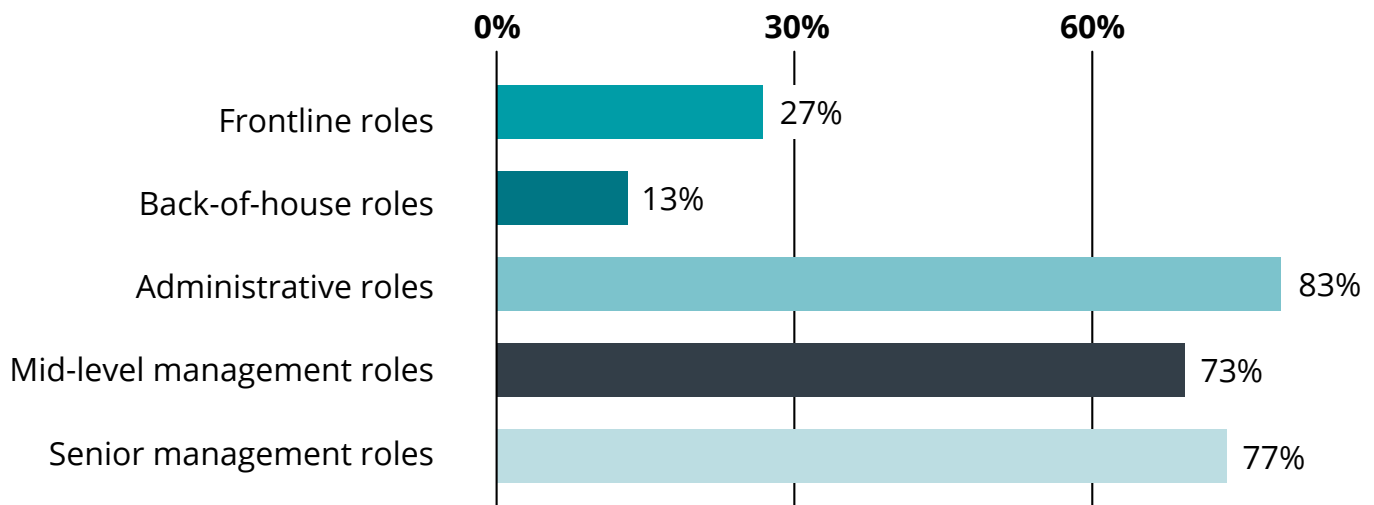


**52%**

Ability to change from full-time to part-time or casual work



## Remote work options offered



For more information, please contact

[info@TourismHR.ca](mailto:info@TourismHR.ca)

[TourismHR.ca](http://TourismHR.ca)

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