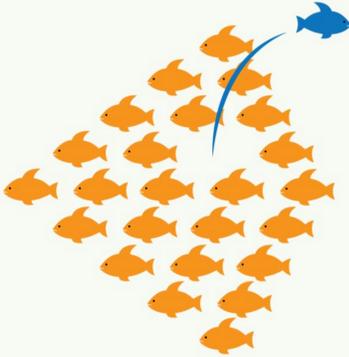




IWSCC

Inclusive Workplace and
Supply Council of Canada

Canada's Official Diverse Supply Council for Disabled and Veteran-owned Businesses



Corporate Membership with the IWSCC

Our Mission & Objectives

Our mission is to cultivate diverse supply chains and workplaces that are built upon inclusion, dignity and belonging.

When we think of diverse businesses owners, women, LGBTQ and visible minorities often come to mind. Two groups that have been historically left out of the diversity conversation are Veterans and persons with disabilities.

The IWSCC gives not just a voice, but a platform for Veteran and disabled-owned businesses to ensure they have the same opportunities for procurement as any other Canadian entrepreneur.

At the IWSCC, we:

1. Certify Canadian businesses that are at least 51% owned, managed and/or controlled by a Veteran or a person with a disability
2. Connect Certified Suppliers with Corporate Members
3. Educate Corporate Members on best practices for fostering diverse supply chains and creating accessible procurement policies
4. Educate suppliers on best practices when responding to the needs of Corporate Members
5. Conduct research on these groups of entrepreneurs to identify challenges and opportunities for collaboration
6. Advocate for both groups by cultivating an inclusive ecosystem where siloed groups can come together
7. Advise on how to create inclusive physical spaces at work

Did You Know?

Companies with supplier diversity programs generate a 133% greater ROI than those companies that use the suppliers they have traditionally relied upon. (The Hackett Group, U.S. finding)

"Over 240,000 Veterans in Canada have one or more disabilities." Statistics Canada (2017)

Companies with supplier diversity program drive an additional \$3.6 million to the bottom line for every \$1 million spent in procurement operating costs. (The Hackett Group, U.S. finding)

Less than 5% of corporate spend is allocated to diverse suppliers

A Veteran and/or person with disabilities may identify with one or more of these descriptors:

- Served in the active military, naval or air services
- Completed Basic Military Training
- Served in reserve forces
- Autism Spectrum Disorder
- Muscular Dystrophy (MD)
- Fetal Alcohol Syndrome
- Multiple Sclerosis (MS)
- Tourette Syndrome
- Down Syndrome
- Cerebral Palsy
- Chronic illness
- Amputations
- Paralysis
- Diabetes
- Depression
- Anxiety
- Bipolar
- PTSD
- ADHD
- OCD

Veterans & persons with disabilities possess unique skill sets

In navigating daily life, people with disabilities have developed the skills that make for scrappy entrepreneurs:

- **Adaptability** – Disabled people are forced to be flexible in physical spaces that are inaccessible to their visible or invisible needs. Finding ways to go over, around, under, and through is what makes people with disabilities so agile and adaptive.
- **Troubleshooting** – The daily practice of overcoming psychological and physical barriers every day makes this group incredible trouble-shooters.
- **Diligence** – Spontaneity is not something disabled people can count on. Contingency plans need to be made in almost every situation, which is why people with disabilities are skilled at paying attention to the little details.
- **Persistence** – Try, try and try again is the motto of anyone who must navigate a complex world with a unique set of needs.
- **Creativity** - Anyone who lives outside the box, has to think outside the box. Coming up with creative solutions is a standard practice for persons with disabilities.

Military training equips Veterans with the skills needed to be resilient entrepreneurs:

- **Leadership** – Big picture thinking and strategizing for long-term success are crucial for military service.
- **Teamwork** – Working collectively is core to getting anything done in the military.
- **Perseverance** – A commitment to getting the job done, no matter what it takes, is part of a Veteran's DNA.
- **Ability to perform under pressure** – Training the ability to take action, particularly in life-or-death situations, sharpens decision making skills and the speed at which they are deployed.
- **Resourcefulness** – Veterans are practiced in finding the best possible outcome with whatever resources are at hand.

quick facts

IWSCC is a Canadian non-profit founded in 2017

Member of the Supplier Diversity Alliance of Canada & Canadian Accessibility Network

Corporate Membership has grown 86% from 2019 - 2021

An ecosystem that supports diverse supply chains

The IWSCC is fast becoming the 'meeting place' for Veteran and disabled interest groups that are scattered across Canada. We partner with non-profits and other organizations that advocate for the rights of these groups in order to create a cohesive and amplified voice. The larger our ecosystem grows, the more opportunities will be available for both Corporate Members and Certified Suppliers.



Our Partners



Corporate Membership Benefits

- Access to a searchable, up-to-date database of Certified Suppliers,
- Support of member-initiated mentorship programs that educate young companies on how to better serve your needs,
- Ability to integrate IWSCC marketing material and information into your communications programs,
- Your logo in all IWSCC marketing material as a Corporate Member, including websites, communication materials and relevant PR/media,
- Cross-partner opportunities with other certifying bodies (e.g. CAMSC, WBE, CGLCC, SDAC),
- Role on the IWSCC Advisory Committees/Board,
- Opportunity to sponsor national and international research projects,
- Opportunity to help create a framework for global inclusive procurement practices,
- Assistance in outreach to your existing suppliers in order to certify them as diverse businesses (so that you can map current diverse spend in your supply chain),
- Assistance in sourcing diverse suppliers for your gaps in material spending categories,
- Opportunity to provide event space for IWSCC functions. Accessibility audits will be done for each venue free of charge,
- Figure prominently in IWSCC events, and,
- Logo & recognition for sponsorship of additional accessible requirements for events, such as interpreters.

Our Growing Corporate Membership



Founding Members



Founding Members

Our Founding Partners are the building blocks of the organization. They give encouragement, advice and continue to nurture the development of the IWSCC.

Added Benefits

- A seat on a select committee of advisors who help steer the direction of the organization
- Access to IWSCC's network of non-profit partners
- Founding Members will be recognized in educational materials developed by the IWSCC.(e.g. the Accessible Events Guidebook)

Requirement

\$50,000 over three years (customization available)

Limitations

One Founding Member per industry. Please reach out to see if your company is eligible for Founding Member status.

Membership Tiers

Our Corporate member fees are based on Canadian revenue, provided you have a Corporate entity and operations in Canada. Annual membership fees are tiered by revenue:

- \$10,000 per year | Revenue greater than \$500 million
- \$7,500 per year | Revenue between \$250 and \$500 million
- \$5,000 per year | Revenue between \$10 and \$250 million
- \$2,500 per year | Revenue between \$5 and \$10 million

In addition, we have an "in-kind" membership for companies with greater than \$500 million in revenue. This involves an annual membership fee of \$5,000 along with various in-kind services such as venues for events or a short-term office workspace on an as-needed basis. These services may vary and can be discussed on an individual basis. The "in-kind" Corporate Members enjoy the same benefits as all other Corporate Members.

Corporate Members Commit to:

- Identifying opportunities to increase procurement from disabled and Veteran-owned business enterprises
- Identifying opportunities to increase awareness of the capabilities** of disabled and Veteran-owned businesses as suppliers
- Supporting and promoting IWSCC's mission and objectives
- Reporting on procurement spend with certified disabled and Veteran business enterprises
- Participating in, and support with, networking events and programs where applicable
- Leveraging the IWSCC database for its intended use of sourcing goods and services
- Remitting membership dues annually
- Retaining the supplier list for internal use only



If your organization is ready to become a Corporate Member with the IWSCC, contact Deidre Guy at 1-647-606-8382 or deidreg@iwsc.ca

Spend Allocation

- Operational costs (payroll, office space, etc.)
- Outreach to prospective diverse suppliers
- Developing partnerships with diverse orgs.
- Training and education materials
- Research projects
- Networking events
- Program development

