

2026 Untapped Workplace Inclusion Awards Event Program

Recognizing companies & individuals moving the dial on disability inclusion in the workplace.



Contents

Accessibility information.....	3
Acknowledgments.....	4
Welcome.....	5
About the Untapped Workplace Inclusion Awards.....	8
The story behind the Untapped Awards Boutonnieres.....	9
Celebrating 50 years of opening doors.....	10
Event overview.....	11
Fireside chat with Brian Scudamore.....	12
Progress over perfection employer panel.....	13
Remarks from Stephanie Cadieux, Canada’s Chief Accessibility Officer (CAO).....	16
Join the Pledge to Measure to make an impact.....	17
Meet Our 2026 Untapped Award Nominees.....	18
Category: Inclusion Champion – Individual.....	18
Category: Inclusive Culture Champion – Non-Profit Organization.....	27
Category: Inclusive Culture Champion– Social Enterprise.....	32
Category: Inclusive Culture Champion – Public Sector	35
Category: Inclusive Culture Champion– Small BC Business	37
Category: Inclusive Culture Champion – Medium / Large BC Business	42
Untapped Workplace Inclusion Awards: 2026 Sponsors.....	46
Getting here.....	50

Accessibility information



To support an accessible experience, we've planned:

- A low-sensory room located on the same floor in the Elm Boardroom
- Fidget toys at all tables
- American Sign Language interpreters
- Real-time captions (CART services)
- Printed name tags
- Live stream via [**Open Door Group's Facebook page**](#)

Did we miss anything? Please visit the registration desk and speak to a volunteer.

Acknowledgments

Thanks to our organizing committee and volunteers

An event of this complexity takes a whole team. The organizing committee wishes to thank the many staff at Open Door Group who helped promote the event, convinced humble employers to accept a nomination, or woke up very early today to be here for set up!

2026 Organizing Committee Members

Boutaina Elateri, Executive Operations Coordinator

Yat Li, Associate Director, Inclusive Employment Services

Trish Kelly, Managing Director of Open Door Ventures CCC Ltd.

Thanks to our Selection Committee

We also extend a huge thank you to our selection committee, who volunteered hours of their summer to review a record-breaking number of nominations.

2026 Selection Committee Members

- Aaron Cruikshank, [CTRS Market Intelligence](#)
- Joshua Tiong, [Impact Support Services](#)
- Noah Senecal-Junkeer, [Easy Surf](#)
- Samantha Falk, [Samantha Falk Communications](#)
- Susan Danard, [Open Door Group Board member](#)

Welcome



Welcome to the 13th Untapped Workplace Inclusion Awards.

The Untapped conference is held on the ancestral and unceded territories of the kwxwú7mesh, xʷməθkʷəyəm, and səlilwətaʔ peoples. We extend our sincere thanks, deep respect, and utmost honor to our hosts, who have been stewards of these lands since time immemorial. We're grateful to Tsleil-Waututh Nation elder Carleen Thomas, chancellor at Emily Carr University of Art and Design for joining us again this year to ensure we start this day in a good way.

This year's theme, *Keep Going*, reflects the persistence, learning, and continued progress that meaningful inclusion requires. While we know it's been a difficult year for many organizations, with austerity and difficult decisions at the forefront for many, we're heartened to see those committed to inclusion are still making progress.

This year's event spotlights tangible progress and replicable practices that can inspire this community to commit further to accessibility and inclusion.

Alona Puehse, CEO of Open Door Group, will provide opening remarks touching on the organization's impact in the last 50 years, but we really want the day to focus on imagining the accessible, inclusive future we can dream of together. We want all attendees to feel strengthened by being in community for the day and be inspired to keep doing the good work. This year, we have a record-breaking 100 nominees across six categories.

We've asked nominees to share with us their answer to one of the following questions:

- What is your vision for a more accessible future?
- What's one thing you wish more businesses understood about accessibility?



If you'd like to share your own vision of our shared accessible future, you can visit slido.com and enter event code #Untapped2026, or scan the QR code on this page and submit your response.





Our keynote speaker is **Brian Scudamore**, Founder and CEO of 1-800-GOT-JUNK? and O2E Brands, current Dragon on Dragons' Den, and author of WTF?! (Willing to Fail). Drawing on his own experiences with ADHD, entrepreneurship, and setbacks along the way, Brian will speak about learning through failure, building on individual strengths, and creating environments where people can succeed.

We also have a panel featuring previous winners or nominees, who will share how they've continued to advance accessibility and disability inclusion in their workplaces since they received that recognition. With strong representation of disabled people on stage, including in our MC team, on the panel, and with our keynote, we're proud to be shining a spotlight on disabled leadership.

And of course, having Canada's Chief Accessibility Officer join us to open the official awards portion of the event is an important part of affirming that this work is important and visible nationally. Thank you, Stephanie Cadieux, for joining us again this year.



Finally, thank you to all of you who come together for the Untapped Workplace Inclusion Awards and show us that inclusion in the workplace matters to an ever growing community!

About the Untapped Workplace Inclusion Awards

How are finalists and winners selected?

The process of selecting finalists and winners is a 4-step process which begins months before the event takes place.

1. Selection committee members meet to review the Untapped Awards scoring framework and nomination rules. At this meeting, they also review their role descriptions, ethical considerations, and confidentiality expectations that ensure a fair process for nominees. Each committee member is assigned 1-2 categories they will review in Round 1.
2. Once the nomination deadline passes, applications are validated and then packaged by category for their respective committee member. Selection committee members score all qualified nomination packages. The top three scores for each category are then promoted to Round 2. In the event of a tying score, more than 3 nominees may be advanced to Round 2.
3. In Round 2, the shortlisted nominees are reviewed by an additional 2 committee members and scored again. The nominee with the highest score in each category becomes the winner. In the event of a tie, the total scores from the three committee member evaluations may break the tie.
4. Finalists and winners are announced live at the awards. In the event of a tie, the scores from the three committee member evaluations will be averaged.

The story behind the Untapped Awards Boutonnieres



A heartfelt thanks to our amazing Thrive team members and program participants who came together to create the beautiful floral boutonnieres worn by our nominees.

Their work allows us to honour all Untapped Award nominees who persevere. Their hard work, resilience, and courage in breaking down workplace barriers allows everyone to thrive.

The **Thrive program** is an Open Door Group program which offers a safe space for people facing mental health barriers to work on their wellness goals. It's all about offering support, helping people grow, and creating meaningful ways to be part of the community. Thrive provides opportunities for personal development, skill-building, and preparation for sustainable, meaningful employment.

“

Being part of making the boutonnieres made me feel like I belong. I'm proud of all the nominees for everything they've accomplished. I'm so happy I could help celebrate them — and I wish them all the best as they keep making a difference!

— A.J., Thrive participant

Congratulations to all Untapped Award nominees. You are the real heroes, inspiring lasting change every day to create a better, more accessible, and inclusive world where everyone can thrive.

Celebrating 50 years of opening doors



200,000+

individual journeys towards meaningful and sustainable employment.

20+

communities across BC and Alberta.

Today, **9,000+** people supported each year.

One belief that hasn't changed: every person has the ability and right to work and succeed.

This year, Open Door Group celebrates 50 years of opening doors, and we are proud of what that has meant.

For some, that meant a first job.

For others, a fresh start after time away.

For others, the confidence to build something new.

From our early days as a volunteer group delivering woodworking and sewing workshops in a Vancouver basement to who we are today, we've grown alongside the people and communities we serve – supporting individuals through every stage of their journey, from connection and confidence to careers, training, and entrepreneurship.

We're grateful to have built strong partnerships with hundreds of employers each year and worked alongside community organizations and all levels of government to help create lasting impact.



Event overview



8:00 AM Event registration opens, breakfast available.

9:00 AM Welcome by MCs Yat Li and Trish Kelly

9:10 AM Territory Acknowledgment by Tsleil-Waututh Nation elder Carleen Thomas, chancellor at Emily Carr University of Art and Design in Vancouver.

9:20 AM Opening Remarks by Alona Puehse, CEO of Open Door Group

9:40 AM Fireside Chat with Brian Scudamore, Founder and CEO of 1-800-GOT-JUNK?

10:10 AM Open Door Group 50th anniversary video

10:20 AM Coffee Break

10:30 AM Panel Discussion: Progress over Perfection

11:10 AM Lunch

12:00 PM Awards Ceremony Opening by Stephanie Cadieux, Chief Accessibility Officer, Office of the Chief Accessibility Officer, Employment and Social Development Canada-Government of Canada

12:10 PM Untapped Awards categories 1-4

- Individual Leadership
- Non-Profit Organization
- Social Enterprise
- Public Sector

12:50 PM Pledge to Measure Announcement

1:05 PM Untapped Awards categories 5 and 6

- Small BC Business (1-99 employees)
- Medium/Large BC Business (100+ employees)

1:25 PM Closing Remarks

Fireside chat with Brian Scudamore



Serial entrepreneur, Dragons' Den investor, and author Brian Scudamore has always taken the road less travelled.

At just 19 years old, he pioneered the industry of professional junk removal with **1-800-GOT-JUNK?**, turning a chore people avoid into an exceptional customer service experience.

As many entrepreneurs can relate, Brian views his experience of ADHD as a gift that has driven him to innovate and think beyond convention.

Brian learned the ins and outs of business by running his own, and believes that anyone with a fire in their gut and a vision for doing something incredible can do the same. His philosophy, WTF (Willing To Fail), stems from his belief in the power of dreaming big, taking risks, and learning from mistakes. Through franchising, he's giving thousands of aspiring entrepreneurs the chance to BYOB (Build Your Own Business, Be Your Own Boss) and live their dream of business ownership.

Brian's accolades include Fortune Small Business' Best Bosses Award, the International Franchise Association's Entrepreneur of the Year, and the Globe & Mail's Top 40 under 40. His umbrella company, O2E Brands, also holds the distinction of being the only Canadian company listed in Newsweek's "Global Most Loved Workplaces".

Find Brian's books, WTF?! (Willing to Fail): How Failure Can Be Your Key to Success, and BYOB: Build Your Own Business, Be Your Own Boss at **BrianScudamore.com**.

Progress Over Perfection employer panel

This panel discussion features 3 organizations with a long-term commitment to inclusion and accessibility. As organizations whose work has been recognized at the Untapped Awards in previous years, we're inviting them back on stage to share their progress.

Panel moderator



Tamara Vandendool Cable (she/her)

Tamara is an author, content creator, keynote speaker, accessibility consultant, and disability advocate. She is a co-founder of Easy Surf, a tech accessibility consultancy focused on web, app, and game design inclusion.

Her approach draws on her diverse educational background in research science, counselling, and education. Alongside 20 years of music-teaching experience, Tamara has also authored a universally-designed and engaging music theory series for young students.

As a keynote speaker, Tamara addresses self-empowerment, inclusivity, and the role of community in personal and professional success. Drawing on her lived experience of blindness, mobility disability, and neurodevelopmental disability, she aims to reframe how we work with, live with, and interact with disability.



Panelists



Heather Grieve (she/her), BC Lottery Corporation

BC Lottery Corporation was a finalist in 2024, as well as being a nominee this year.

Heather is also a nominee in the Inclusive Champion category this year.

Heather Grieve is a proud single mother to a 19-year-old daughter, a community and school coach, and an advocate for inclusion and accessibility. Born with a limb difference, she is passionate about resilience, community, and helping others reach their full potential. Professionally, Heather is a manager with BCLC and serves as Chair of the Kamloops-Thompson Board of Education.

Vinu Abraham Chetipurackal (he/him), ICBC



ICBC was recognized as a category winner in 2019 and again in 2024. Vinu is Deaf and an Accessibility Consultant at ICBC, driving systemic improvements that make services more inclusive for employees and customers with disabilities.

He serves on the BC Government's Provincial Accessibility Committee for his second term, contributing lived experience and expertise to advance accessibility across the province. Guided by a deep passion for identifying and understanding systemic barriers, Vinu wakes up every day committed to improving accessibility for everyone. His work has strengthened ICBC's accessibility culture, expanded inclusive practices, and supported meaningful progress since ICBC won the 2024 Public Sector Award.

Joanna Zhao (she/her), WorkSafeBC



WorkSafeBC was the first organization to win the Inclusive Culture Champion- Public Sector category when it was first awarded in 2023. Joanna is a nominee in the Inclusive Champion category this year.

Joanna Zhao is an equity, diversity, and inclusion specialist at WorkSafeBC. Joanna began her career in disability justice in the non-profit sector, managing art & music therapy programs to empower children with disabilities to express their creativity. She now champions accessibility at WorkSafeBC leading the development of the accessibility plan. She is passionate about enabling systemic change in accessibility and works closely with people with lived experience of disability to guide her efforts in organizational initiatives. She is honoured to be attending the Untapped Awards for the third time, celebrating the ongoing journey of improving accessibility in workplaces and community.

Remarks from Stephanie Cadieux, Canada's Chief Accessibility Officer (CAO)

Stephanie Cadieux

Stephanie Cadieux is Canada's first Chief Accessibility Officer (CAO), appointed under the Accessible Canada Act in 2022.



Prior to her appointment, she was the first woman with a visible disability to serve in the BC Legislature and Cabinet, bringing a unique perspective shaped by lived experience and leadership at the highest levels of government.

Known for collaborative and visionary leadership, Stephanie's decision-making style is inclusive and evidence-based—she listens actively, seeks diverse perspectives, and balances innovation with practical solutions. She leads with empathy and strategic insight, building consensus while driving bold, systemic change, making her a trusted advisor and catalyst for inclusion.



**Pledge to
MEASURE**
Operated by Open Door Group

Join the Pledge to Measure to make an impact

The Pledge to Measure is a Canada-wide initiative to track and report the number of employees and leaders with disabilities in workplaces. Inclusion starts with transparency and increasing confidential disclosure rates. By measuring for disability inclusion, you can set benchmarks and track progress toward greater equity. Join today to make a measurable impact!

Today we celebrate the 2026 participants

83 — participating employers
116,391 — number of employees
13,144 — employees disclosed disabilities
1,107 — senior leaders disclosed disabilities



Now accepting expression of interest for the **2027** Pledge.

Join now.

[**PledgetoMeasure.org**](https://PledgetoMeasure.org)

Meet Our 2026 Untapped Award Nominees

The Untapped Workplace Inclusion Awards honour the remarkable achievements of individuals and businesses leading the way in cultural diversity, accessibility, and disability inclusion in workplaces across British Columbia.

Please join us in congratulating all outstanding 2026 Untapped Awards nominees. Their commitment serves as an inspiration to others and helps cultivate an environment where everyone feels valued and empowered!

Category: Inclusion Champion – Individual



Adishi Gupta Adishi Gupta is an emerging artist, educator, consultant and researcher based in Vancouver, BC. All her work is grounded in anti-oppression with the goal of a more just, equitable, inclusive and trauma-informed world. Find out more about her work on adishigupta.com



Alex Carey is a game designer and accessibility consultant. In April 2025 he was part of a team that released *Sacre Bleu* a French-steampunk hack'n'slash platformer for Steam and Nintendo Switch. He is the Founder and Strength & Dexterity Barrier Expert at PlayAbility Consultancy where they help developers identify and eliminate unintentional barriers in their games.

Category: Inclusion Champion – Individual



Alfiya Battalova (she/her) is an Assistant Professor at Royal Roads University. Her research advances disability inclusion, accessibility, health equity, and community engagement through applied, participatory research and program evaluation.



Angelin Soosaipillai, purpose-driven executive and recognized inclusion leader with 15+ years across corporate, consulting, and non-profit sectors. Angelin Soosaipillai is known for advancing equity, culture, innovation, and lasting social impact through strategic leadership.



Annette Borrows is a disability-employment leader with 25 years' experience. A manager at CLBC and president of CASE and WASE, she advances meaningful, equitable employment through leadership, training and advocacy.



Anu Pala is a blind accessibility leader using lived experience, media, and technology to advance accessibility, challenge assumptions, and create more inclusive communities.

Category: Inclusion Champion – Individual



Carina Kom is Co-founder of Simply Sweet Games and a Business in Vancouver Forty Under 40 honoree, building a new category of premium, emotionally intelligent word puzzle games. Beyond her studio, Carina is a longtime advocate for equity in game development and illuminating the next generation of industry talent.



Carol Simpson, For a dozen years, Carol has worked with employers to build neuroinclusive workplaces. She is the founder of Orbital Learning, specializing in neurodivergent employment retention and Focus Professional Services, a neurodivergent employment agency.



Charlotte Yong-Hing, Dr. Yong-Hing is Vice Chair, Equity, Diversity, and Inclusion (EDI) and Clinical Associate Professor in the University of British Columbia (UBC) Department of Radiology. She is Medical Director of the BC Cancer Breast Screening Program and Past President of the BC Radiological Society.



Cliff Feng, MCP, RHFAC Professional, is a Project Manager at VIU and an accessibility consultant specializing in the built environment, inclusive wayfinding and signage, and accessibility assessments. He also leads a signage task group for Accessibility Standards Canada.

Category: Inclusion Champion – Individual



Deborah Petrovitch is the Program Manager for WorkBC at Community Futures Thompson Country, where she champions inclusive employment, removes barriers to workforce participation, and builds partnerships that create meaningful opportunities for people of all abilities.



Elizabeth Leston has a background in talent acquisition and training which has led to her current role as Recruiter with Interior Health. She is passionate about connecting individuals with meaningful career opportunities and supporting candidates throughout their recruitment journey. She is committed to fostering an inclusive and welcoming recruitment experience where individuals from diverse backgrounds feel supported and empowered.



Greg Brown is entering his 3rd season as Front of House Manager for Western Canada Theatre. Through his work at Western Canada Theatre Greg manages a team of 20+ staff and almost 300 volunteers over 3 venues. He cares deeply about the people he works with and wants to make the most of their experiences. When he is not managing the front of house you can find him on the stage leading Improv Troupes, acting, or choreographing.

Category: Inclusion Champion – Individual



Heather Grieve is a proud single mother to a 19-year-old daughter, a community and school coach, and an advocate for inclusion and accessibility. Born with a limb difference, she is passionate about resilience, community, and helping others reach their full potential. Professionally, Heather is a manager with BCLC and serves as Chair of the Kamloops-Thompson Board of Education.



Joanna Zhao is an EDI professional who brings an intersectional lens and lived experience to her work. She raises understanding of how historical and systemic inequities shape workplace dynamics. Her goal is to build workplaces where everyone can fully participate.



Kate Spezowka is a content strategist and designer with diverse client experience, including healthcare, social profit, for-profit, and educational/e-learning organizations. In recent years she has worked extensively with subject matter involving disability and accessibility, as well as equitable access to health provision.



Leah Watson, Workplace Accessibility Specialist at UBC's Centre for Workplace Accessibility, is known for her authenticity, passion, and commitment to removing barriers. Her person-centred approach helps foster a sense of belonging so UBC employees can thrive.

Category: Inclusion Champion – Individual



Libby Searle is a Certified Employment Specialist with over 15 years of experience working across the Cowichan region on Vancouver Island. She has built strong partnerships with more than 100 employers and is a passionate advocate for personalized support and mentorship.



Lilian Fast, Store Manager at London Drugs Coquitlam, believes in inclusive hiring. She is nominated in recognition of her outstanding leadership and commitment to workplace inclusion. Her leadership demonstrates that an inclusive workplace benefits everyone — employees gain meaningful careers, while London Drugs benefits from dedicated, capable team members who contribute to the success of the store.



Marni Robinson is a social impact leader with a background in inclusive design and engagement. For over 20 years, she has advanced healthy, equitable communities through policies, programs, and environments that respond to diverse individual lived experiences and wider community needs.



Dr. Matthew Chow is an executive and specialist physician known for his purpose-driven leadership across private enterprise, public administration, and organized labour. He currently serves as Chief Mental Health Officer at TELUS Health, a global digital health leader supporting over 100 million people with their overall wellbeing.

Category: Inclusion Champion – Individual



Nadine Strydom is a talent sourcing specialist who focuses on recruiting candidates with disabilities for ICBC's new roles.



Nina Chou likes to play sports, workout, enjoy food, and different flavours of beer. Nina started the BC park outing for Career Zone, which is now in its 3rd year and growing. Because of the program, the youth participants are able to see the wonderful nature they have in their backyard.



Owen Christon is the manager of the Art Holding Memorial Arena and is entering his 4th year in this position. He started as an evening Zamboni driver while working as a superintendent on the highway 1 project near Chase. He loves his role at the arena because it is a part of the community and enables him to make an impact with the growing youth and adults alike in the neighbourhood.



Sarah Tipler is a passionate accessibility advocate, project coordinator, and community leader whose work has helped advance accessibility and inclusion throughout British Columbia's Sea to Sky Corridor. Following a backcountry accident in 2001 that resulted in a cervical spinal cord injury, Sarah has combined her lived experience with her expertise in project coordination to champion more inclusive communities, policies, and outdoor recreation opportunities.

Category: Inclusion Champion – Individual



Sean McEwen, Managing Director of RealEyes Capacity Consultants, has spent 25+ years advancing disability and employment inclusion across Canada, helping employers and communities build more inclusive, accessible workplaces where people can thrive.



Shivani Gandhi is a Human Resources Generalist with Active Care Youth and Adult Services (ACYAS) and A New Tomorrow Treatment Centre (ANT), where she applies professional expertise and a commitment to service, inclusion, and community building. Her own experiences as a newcomer and minority have shaped her belief that every person deserves to feel welcomed, respected, and valued.



Stephen Pannuto is a proud blind father of two boys who dreams disability justice and works at the UBC Centre for Workplace Accessibility.

Category: Inclusion Champion – Individual



Tammy Morris leads EY Canada's Accessibility & Neuroinclusion Consulting and has spent her career proving that accessible, inclusive workplaces are good for business. From accessible design to AI to talent strategy, she helps organizations rethink how they build workplaces that work for everyone.



Tanelle Bolt is a passionate changemaker, accessibility advocate, and the founder of RAD Recreation Adapted Society. Following a life-altering accident in 2014 that left her with a T6 complete spinal cord injury, Tanelle transformed personal adversity into a mission to create equitable access to outdoor adventure for people with disabilities. With a background in interior design, kinesiology, outdoor leadership, and media, Tanelle brings a unique blend of expertise, lived experience, and entrepreneurial spirit to her work.



Whitney Friesen is a Senior Talent Advisor at Destination Canada, leading initiatives in learning, inclusion, accessibility, performance, and organizational change to help create an exceptional employee experience.

Category: Inclusive Culture Champion – Non-Profit Organization



A Better Life Foundation

Through daily meals, inclusive hiring practices, training and education, and climate action initiatives, A Better Life Foundation works to combat food insecurity and support opportunities for success within Vancouver's Downtown Eastside community.



Adaptive Strength Association of BC

The Adaptive Strength Association of BC is a Comox Valley non-profit on a mission to change the fitness industry standard, so that accessibility and inclusion are built into every movement space from the ground up.



British Columbia Library Association (BCLA)

BCLA leads the library community in advocacy, professional development, and support of intellectual freedom. We ensure that all people in British Columbia have equitable access to information, ideas, and works of the imagination.



Canadian Mental Health Association, Kamloops

Canadian Mental Health Association Kamloops branch creates awareness, provides education, and supports individuals and families living with mental health or substance use concerns. By working closely with other community agencies, we are working to bridge gaps in mental health care and facilitate access to critical services and resources.

Category: Inclusive Culture Champion – Non-Profit Organization



Cariboo Chilcotin Coast Tourism

A non-profit Regional Destination Management Organization leading tourism development and marketing to foster responsible growth and empower a resilient visitor economy while keeping the tourism industry and communities at the heart of their efforts



Easter Seals BC/Yukon

Easter Seals BC/Yukon is a non-profit organization dedicated to creating opportunities for children and adults with disabilities to thrive. For 79 years, we have been providing life-changing programs like our fully accessible summer camps and safe, affordable accommodation at Easter Seals House for families who must travel for medical care.



Greater Vancouver Board of Trade

The Greater Vancouver Board of Trade is Western Canada's largest business association, supporting businesses of all sizes through advocacy, professional development, networking, and public policy leadership.



KCR Community Resources

KCR is a non-profit organization offering programs and services supporting employment, settlement, and community integration. Our work is grounded in diversity, inclusion, and equity, with a strong focus on serving and empowering the community.

Category: Inclusive Culture Champion – Non-Profit Organization



Lookout Housing and Health Society

Lookout Housing and Health Society is a non-profit charitable organization established in 1971. We offer a range of programs, housing and health solutions to vulnerable adults living with multiple challenges across 24 municipalities.



National Institute of Disability Management and Research

NIDMAR (National Institute of Disability Management and Research) is dedicated to advancing excellence in disability management, fostering safe and sustainable return-to-work outcomes through rigorous research, education, and professional training.



Powell River Brain Injury Society

The Powell River Brain Injury Society supports people living with acquired brain injury through advocacy, education, peer support, and inclusive programs. The Society fosters belonging, removes barriers, and empowers individuals to thrive in their community.



Power To Be

Power To Be is a registered charity that creates access to nature for youth, adults, and families living with cognitive, physical, financial, and social barriers. With a focus on community building, inclusive and accessible programs include kayaking, hiking, rock climbing, and more.

Category: Inclusive Culture Champion – Non-Profit Organization



RAD Recreation Adapted Society

At the RAD Recreation Adapted Society, we believe a paralyzing injury doesn't mean the end of an active, outdoor lifestyle. Our mission is to make outdoor recreation in British Columbia accessible for independent-living individuals with mobility issues by offering an inventory of adaptive equipment available for affordable rentals across the province.



ReuseTechBC

BC Technology for Learning Society is a registered charity (doing business as ReuseTechBC) accepting donations of used computers (and other tech devices). For over 30 years, youth interns and volunteers have refurbished the computers for distribution back to non-profits, low-income individuals, and schools. Over 215,000 to date!



The Disability Foundation

The Disability Foundation has supported six affiliated societies for over 35 years across B.C. and Canada, promoting outdoor recreation, social connection, and innovative adapted devices for people with disabilities.



UVic Society for Students with a Disability (SSD)

The UVic Society for Students with a Disability (SSD) is a student-led group advancing accessibility, equity, and belonging at the University of Victoria. SSD advocates for inclusive campus spaces, offers peer support, and amplifies disabled voices.

Category: Inclusive Culture Champion – Non-Profit Organization



Vantage Point

Vantage Point is a British Columbia non-profit that serves other BC non-profits. Our vision is an inclusive community, where non-profits can achieve their fullest potential and drive sustainable change throughout the province and beyond. We promote connected communities by nurturing a strong non-profit sector. We achieve this by delivering high-quality training, resources, and advocacy that builds connection, creativity, and impact in the sector.



Western Canada Theatre

Since 1975, Western Canada Theatre has been producing innovative, entertaining, and educational theatre for audiences in Kamloops, throughout BC's Southern Interior, and across Canada. We are committed to keeping live, professional theatre accessible to everyone.



Women of Recreation, Tourism, and Hospitality Association (WORTH Association)

WORTH Association educates, elevates and engages self-identifying women and gender-diverse people across recreation, tourism and hospitality industries, driving measurable progress toward a more inclusive and equitable sector for all.

Category: Inclusive Culture Champion– Social Enterprise



Binners' Project

Binners' Project is a Vancouver-based community of waste-pickers (individuals who collect refundables to survive), supported by core staff dedicated to improving their economic opportunities and reducing the stigma they face as informal recyclers.



Burnaby Hospice Thrift Store

The Burnaby Hospice Society thrift store was established in 2006 as a means of raising funds to support hospice palliative care. The store now provides 65% of our annual operating revenue and has become the go-to bargain shopping destination in the Burnaby area.



Buy Social Canada

Buy Social Canada exists to build healthy communities that are rich in social, cultural, human, environmental and economic capital. We are a national, women-led social enterprise that aims to shift how goods and services are bought and sold in the marketplace, through social procurement consulting, education and advocacy, and social enterprise certification.

Category: Inclusive Culture Champion– Social Enterprise



Cathy's Café Ltd.

Cathy's Café is a social café in Vancouver's Kerrisdale neighbourhood. Operated by a non-profit society, the café creates meaningful employment, training, and community connection for people with developmental disabilities. Founded in memory of Cathy Tang, whose dream was to open a cafe where her daughter and others with disabilities could belong, contribute, and thrive, the cafe brings that vision to life through its everyday operations.



Community Impact Real Estate Society (CIRES)

CIRES supports thriving, equitable, inclusive, and vibrant local economies by curating a balanced portfolio of commercial spaces for small businesses, non-profits, and social enterprises. Founded with a mandate to generate both social and economic benefits, CIRES operates a unique model that blends market-rate and non-market leasing to maximize community impact.



H.A.V.E. Café

H.A.V.E. Café is a Vancouver social enterprise where every meal creates opportunity by restoring hope through meaningful work and creating inclusive employment pathways for people with disabilities and others facing barriers.



Landscaping with Heart

Landscaping with Heart is a Vancouver-based social enterprise of Coast Mental Health, delivering professional landscape maintenance, power washing and litter control services while creating employment opportunities for people facing mental health barriers.

Category: Inclusive Culture Champion– Social Enterprise



Little Sprout Café

Little Sprout Café creates tasty and nutritious meals inspired by microgreens and other local ingredients. We love fresh food and also supporting our community with inclusive hiring.



Potluck Café Society (2003) and Catering Inc.

The mission of Potluck Café Society is to transform lives by providing employment and hands-on training to members of the community who face barriers to traditional employment, and providing healthy, nutritious food for people living in Vancouver's Downtown Eastside.

Category: Inclusive Culture Champion – Public Sector



BC Financial Services Authority

BC Financial Services Authority (BCFSA) regulates financial services in British Columbia. As a Crown agency of the Government of British Columbia, BCFSA oversees credit unions, trusts, insurance companies, pension plans, mortgage services, real estate services, and real estate development marketing. BCFSA also administers the Credit Union Deposit Insurance Corporation of British Columbia (CUDIC).



BC Infrastructure Benefits Inc. (BCIB)

BCIB supports economic development in the Province by growing and diversifying our skilled trades workforce. BCIB provides reliable, centralized labour supply, benefiting communities by providing good local jobs to support the delivery of BC's major public sector infrastructure projects.

Category: Inclusive Culture Champion – Public Sector



BCcampus

BCcampus enhances the B.C. public post-secondary education sector by facilitating and sharing innovative teaching and learning approaches on behalf of the sector and in support of the Ministry mandates.



British Columbia Institute of Technology (BCIT)

BCIT empowers students to embrace complexity in a rapidly changing workforce by offering practical, flexible, applied education with instructors who have direct, hands-on experience in their field.



City of Burnaby-People and Culture

The City of Burnaby is a vibrant, diverse, and innovative City, committed to sustainability, inclusion, and exceptional public service, enhancing the quality of life for residents, businesses, visitors, and employees.



Destination Canada

Destination Canada is Canada's national tourism organization. Working with partners across the country, it promotes Canada as a premier travel destination and supports tourism growth that creates wealth and wellbeing for communities while enriching visitor experiences.

Category: Inclusive Culture Champion – Public Sector



District of Squamish

The District of Squamish is in unceded traditional Sk̓wx̱wú7mesh Úxwumixw (Squamish Nation) territory. Squamish sits in a spectacular natural setting at the north end of Howe Sound with rugged landscapes and stunning vistas.

Accessibility is now part of many of our plans and strategies which help guide us. In this way, we commit to making Squamish a more accessible place to live, work, and play now and into the future.



Insurance Corporation of British Columbia

ICBC operates the auto insurance system for all of British Columbia. If you are a B.C. resident, ICBC will issue your driver's licence, and provide you with vehicle insurance coverage and claims support. If you need a driver's licence, insurance, or help after a crash, we're here to assist you.



The University of British Columbia

UBC's reputation for academic and research excellence is driven by the people who make it happen. We are proud of our engaged community of 20,000 faculty and staff who are collectively committed to shaping a better world.

Category: Inclusive Culture Champion– Small BC Business (1-99 employees)



Bean Around Books

We are a one-of-a-kind cafe/bookstore in Maple Ridge, BC. We work with youth and young adults with diverse abilities. We train them in barista skills, customer service, and cash handling among other things. We also help those we work with prepare for future jobs and career aspirations. We empower our team to dream big and achieve results that before may have seemed unattainable.



Beauty 4 Ashes

Beauty 4 Ashes African Market is a locally owned business in Surrey. Through its commitment to excellent customer service, cultural representation, and community partnership, Beauty 4 Ashes African Market continues to make a positive contribution by connecting cultures, supporting inclusion, and enriching the communities it serves.



Fairware (Fairware Promotional Products Ltd.)

Fairware is a women-owned, LGBTQ-led branded merchandise company and a certified B Corporation. Since 2005, they have collaborated with purpose-driven organizations across North America to design custom merchandise that showcases their values — grounded in responsible manufacturing, inclusive business practices, and measurable environmental and social accountability.

Category: Inclusive Culture Champion– Small BC Business (1-99 employees)



Forte Workplace Law

We are a law firm that advises and represents workers, employers, and unions in workplace related civil claims. Our services also include mediation, workplace investigations, and training on respectful workplaces and other employment-related training.



Happy Cities

Happy Cities is an urban planning, design, and research consultancy based in Vancouver and Halifax. They work with governments, developers, and non-profits around the world to design neighbourhoods, public spaces, and housing that nurture wellbeing for all community members.



Harper Learning

Harper Learning is a BC-based, disability-led learning company founded by Cara Johns. It creates accessible training and learning programs and has built a flexible, inclusive workplace where people with different abilities and ways of working can succeed.



Hummingbird Café

Located within BC Children's Hospital Research Institute, Hummingbird Café empowers individuals with diverse abilities and aims to provide purpose and life skills training for its employees. Operated by the Hummingbird and Bean Society, the organization recently became a non-profit society. The society partners with Bean Around the World, sharing a commitment to empowerment and ethical sourcing.

Category: Inclusive Culture Champion– Small BC Business (1-99 employees)



iilo Creative Alliance

iilo Creative Alliance inc. ("ee-lo") is a values-based creative services studio in Western Canada, co-owned by Madelen Ortega and Lisa Hemingway. Our mission is to help progressive impact businesses and organizations to simplify and amplify so they can rock their world-changing social and environmental initiatives with impact-focused communications and design.



Just Kiddies Childcare

Just Kiddies Childcare provides children with the opportunity to grow into independent individuals by creating deliberate activities where they can learn essential skills while enjoy playing alongside their peers. We are committed to the families we serve, providing support and encouragement.



Kamloops Artisan's Bazaar & Soup Desire Café

Artisans Bazaar Café is more than a café—it's a family-run community hub, kids and all, where inclusion and belonging shape every hire, staff are treated like family, and scratch-made, fresh, whole-ingredient food fuels a small business's big impact.



Korna Pet Natural Pet Supplies

Since 1995, we've been more than just a pet store—we've been a trusted part of the community, dedicated to helping pets thrive. What started as a small corner shop in North Vancouver has grown into a place where pet owners can find the very best for their furry companions across Metro Vancouver.

Category: Inclusive Culture Champion– Small BC Business (1-99 employees)



Left Turn Right Turn (LTRT)

LTRT is a boutique transportation and accessibility consulting firm. LTRT's mission is to improve communities by providing innovative and collaborative solutions, fostering inclusivity and sustainability.

LTRT is headquartered in Toronto, Ontario, however its workforce is fully remote and distributed across Canada.



Matchbox Consulting Group Inc

MatchBox bridges job seekers and employers, embedding diversity, equity, and accessibility into every facet of our work. Through inclusive hiring and diverse supplier partnerships, we inspire organizations to build truly equitable workplaces for all.



MindMosaic Inclusive HR

Lisa Lewis, CPHR, is founder of MindMosaic Inclusive HR. She helps organizations make sense of human complexity by designing workplaces where different ways of thinking, learning, communicating, and contributing are understood as strengths.



Pony Room

From the team behind The Birdhouse, Pony Room is a multi-room restaurant, cocktail lounge, and event space located in Chinatown, featuring queer-focused event programming. We pride ourselves on creating a space where queer and trans folks feel celebrated, and allied communities feel welcomed.

Category: Inclusive Culture Champion– Small BC Business (1-99 employees)



Roots & Rivers Consulting

Since 2018, Roots & Rivers has partnered with over 110 social purpose organizations across Canada on strategic planning, evaluation, and facilitation projects. As a woman-owned business and certified Living Wage Employer, we bring a values-driven, community-centered approach to every engagement.



Spectrum Ability

Spectrum Ability is an accessibility consulting company that works with architects, property managers, and property owners to make their spaces more accessible for people with disabilities and other accessibility needs. From its founding in 2019 to today, it has been fully staffed and led by people with various disabilities.

Category: Inclusive Culture Champion – Medium / Large BC Business (100+ employees)



Acres Enterprises LTD

Acres Enterprises Ltd. is a Kamloops-based construction company dedicated to fostering a workplace where every voice is valued, diversity is celebrated, and inclusion isn't just a policy — it's part of who we are.



Active Care Youth and Adult Services

At Active Care Youth & Adult Services, we provide trauma-informed, person-centred care to youth and adults through partnerships with funders. Every story matters, and we embrace each client's individuality and diversity to ensure autonomy and support them in reaching their full potential.



BC Investment Management Corporation (BCI)

BCI strengthens the financial security of the members of the public pension, insurance, and special purpose funds we invest. Headquartered in Victoria with a global reach, we steward more than \$313.7 billion in gross assets under management.



BC Lottery Corporation

At BCLC, diversity, inclusion, belonging and accessibility are fundamental to how we bring people together, serve our players and communities, and support our employees. Guided by a dedicated Diversity, Inclusion and Belonging (DIB) team, employee-led committee and resource groups, BCLC is committed to creating a workplace where everyone feels valued, respected, heard and empowered to thrive.

Category: Inclusive Culture Champion – Medium / Large BC Business (100+ employees)



BGIS

BGIS is a global facilities management and real estate services company headquartered in Markham, Ontario, Canada. The company provides integrated solutions that help organizations manage, maintain, and optimize their real estate portfolios and workplace environments.



Big Way Hot Pot

Big Way Hot Pot is a fast-growing, Canadian-founded restaurant brand established in Vancouver in 2021. Today, we operate more than 25 locations across British Columbia, Ontario, and California, supported by over 1,400 team members. We believe inclusion means giving people a fair opportunity to enter, learn, belong, and grow.



Foxy Box Laser + Wax Bars

Foxy Box Wax Bar is an award-winning Canadian franchise building inclusive workplaces through gender-neutral services, authentic leadership, sustainable practices, and a culture where everyone belongs.



KPMG MSLP

KPMG in Canada is a leader in delivering Audit, Tax, and Advisory services. With more than 40 locations across Canada, KPMG employs more than 10,000 people and is home to a diverse workforce that inspires confidence, empowers change and drives innovation.

Category: Inclusive Culture Champion – Medium / Large BC Business (100+ employees)



London Drugs- Store 15

Founded in 1945, London Drugs is a Canadian-owned retailer headquartered in British Columbia, with locations in more than 35 major markets across British Columbia, Alberta, Saskatchewan, and Manitoba. Store 15 is located in Coquitlam Centre.



Microserve

Microserve is a Canadian IT solutions provider empowering organizations through technology while fostering an inclusive, people-first culture. With over 400 employees, we drive innovation, community impact, belonging, and meaningful growth.



Pacific National Exhibition (PNE)

The PNE is Vancouver's premier cultural hub at Hastings Park. As a non-profit hosting the historic Fair and Playland, it connects millions through entertainment while advancing diversity and accessibility as one of BC's largest youth employers.



Parq Casino

At Parq Casino, you can find a beautiful casino with high-end salons, restaurants, entertainment, and hotels all under one roof. We are proud to celebrate Vancouver, its beauty, and its people, which we do through creating unique experiences and building relationships with locals, visitors and like-minded businesses.

Category: Inclusive Culture Champion – Medium / Large BC Business (100+ employees)



Taproot Community Support Services

Taproot Community Support Services provides personalized, culturally responsive care across BC, Alberta and Ontario. Guided by CARE and employee ownership, Taproot builds inclusive workplaces where people feel valued, supported and able to belong.



Tru Cooperative Bank

Tru Cooperative Bank is a values-based financial institution dedicated to helping people and communities flourish through inclusive banking, community investment, accessibility, and cooperative principles.



Vancity Credit Union

Vancity is a values-based financial co-operative whose mission is to be a democratic, ethical, and innovative provider of financial services. Through strong financial performance, Vancity serves as a catalyst for the economic well-being, self-reliance, and financial inclusion of its members and communities.

Untapped Workplace Inclusion Awards: 2026 Sponsors

Inclusion Sponsors



Keynote Sponsor

Media Sponsor

Breakfast Sponsor



Panel Sponsor

Networking Break Sponsor

Communication Accessibility Sponsor



Community Champion Sponsors



Rick Hansen
Foundation



Coffee Break Sponsor

Accessibility Sponsors

AV Sponsor



Award Plaque Sponsor

Sensory Space Sponsors





Moving British Columbians *Forward*

Learn more about how we're moving BC forward and exciting career opportunities at bcaa.com/careers



BCLC is proud to sponsor the
Untapped Workplace
Inclusion Awards.

We strive to be a diverse and
inclusive organization that is
accessible by default,
where everyone feels
they belong.



bclc Together we win



Mosaic

Executive Search

www.mosaicsearch.ca

Mosaic is a British Columbia-based boutique executive search firm specializing in senior leadership recruitment. With a data-driven, evidence-based approach and a distinguished track record leading complex searches, Mosaic partners with non-profits, public-sector organizations, law firms, professional services firms, and mission-driven businesses to identify exceptional leaders.

As parent-advocates, we're deeply committed to building inclusive workplaces. While we're proud to support a broad range of top employers, our passion is partnering with organizations committed to including individuals with disabilities in their workforce.

Getting here

Join us on the conference floor of the Parq Vancouver Hotel. It's recommended that you enter the hotel from the Douglas side. Elevators are available.

To access the parking garage enter via Expo Boulevard or the driveway on Smithe Street.

Our event takes place in the Kitsilano Ballroom on the 4th floor. Our Low Sensory Space is located in the Elm Room on the 4th floor. See the map below.



open
door
group



INSPIRATION AT WORK



Connect on LinkedIn



Connect on Instagram



Connect on Facebook



Visit our Website