

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



Untapped Awards Event Program



This program has been designed to meet WCAG 2.0 standards and guidelines, albeit with some limitations. To provide suggestions on how we can enhance this document, please send your feedback to info@opendoorgroup.org.

Contents



- 03** Introduction
- 04** Event Overview
- 08** Meet Our 2025 Untapped Award Nominees
- 27** Event Accessibility & Map

Introduction

The Untapped Workplace Inclusion Awards celebrate individuals and companies that are leading the way in diversity and inclusion, by tapping into the strengths and talents of persons with disabilities, opening doors to sustainable and meaningful employment.

The Untapped conference is held on the ancestral and unceded territories of the skwxwú7mesh, xʷməθkʷəy̓əm, and sə́lilwətaʔ peoples. We extend our sincere thanks, deep respect, and utmost honor to our hosts, who have been stewards of these lands since time immemorial.

Open Door Group is a non-profit organization with a mission to foster well-being for all by opening doors to sustainable, meaningful employment. As one of BC's largest employment service providers, we connect thousands of job seekers with employers each year. Since 1976, we have operated on the fundamental belief that all people have the ability to succeed. Each year, we are proud to host the Untapped Workplace Inclusion Awards, recognizing individuals and businesses that are making significant strides in disability inclusion.

[Learn more at: OpenDoorGroup.org](https://opendoorgroup.org)

This event was proudly supported by the Government of Canada's Opportunities Fund for Persons with Disabilities.



Untapped Workplace Inclusion Awards: Event Overview



*Please note: Timings are approximate and subject to change.

8:00 AM Event Registration & Networking
Coffee & Tea

9:00 AM - 10:15 AM Territory Acknowledgment by Tsleil-Waututh Nation elder **Carleen Thomas**, chancellor at Emily Carr University of Art and Design in Vancouver.
Opening Remarks by **Alona Puehse**, CEO of Open Door Group
Keynote session by **Dr. Matthew Chow**, Chief Mental Health Officer at TELUS Health, on Unlocking the Future: How the Right Workplace Policies Can Unleash Our Potential and Make Canada Stronger.

10:15 AM - 10:25 AM Coffee & Networking Break

10:25 AM - 11:10 AM Panel Discussion: Invisible Challenges, Inclusive Solutions: Supporting Mental Health, Accessibility, and Wellness in the Workplace.
Moderator: **Christine Buchanan**, Director of Vocational & Wellness
Panelists:

- **Alissa Assu**, Owner of the West Coast Wildflowers
- **Heather Grieve**, Manager, Diversity, Inclusion and Belonging at BCLC
- **Fraser Mackenzie**, Peer Support Lead, Mental Wellness at Ćećawət leləm (Helping House)

11:00 AM - 11:15 AM	Spotlight on Disability Inclusion in the Workplace Videos Open Door Group's Guest Speaker
11:15 AM - 12:00 PM	Buffet Lunch & Networking
12:00 PM - 1:30 PM	Awards Ceremony Opening by Stephanie Cadieux, Chief Accessibility Officer, Office of the Chief Accessibility Officer, Employment and Social Development Canada- Government of Canada • Individual or Leadership • Non-Profit Organization • Public Sector • Social Enterprise Spotlight on Disability Inclusion in the Workplace Videos • Pledge to Measure Announcement • Small Business (1-99 employees) • Medium & Large -Sized Business (100+ employees)
1:30 PM	Closing Remarks

Keynote Session: Unlocking the Future: How the Right Workplace Policies Can Unleash Our Potential and Make Canada Stronger.

By Dr. Matthew Chow, Chief Mental Health Officer at TELUS Health

In an era where some organizations are reconsidering their diversity and inclusion initiatives, Dr. Chow, a physician and mental health leader at TELUS, will share why his organization is doubling down on its commitment to inclusiveness and accessibility to win in the global marketplace. Drawing from his personal journey, Dr. Chow will offer a powerful testament to how an inclusive and flexible workplace has been critical to his own success and well-being.

He will explore the profound connection between flexible work arrangements and true accessibility, moving the conversation beyond physical accommodations to embrace neurodiversity and mental health. Citing compelling international research, this keynote will illuminate the tangible benefits—from enhanced productivity to improved employee loyalty—that await organizations willing to lead with trust and flexibility. Attendees will leave with a clear understanding of the business case for flexible workplace policies and a renewed perspective on their role in fostering them. Dr. Chow will conclude with a compelling call to action for business and government leaders to re-examine their policies, challenging them to unlock the immense potential of every Canadian.



About Dr. Matthew Chow

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. He brings a unique, systems-level perspective shaped by decades of experience in healthcare innovation and governance.

From 2016 to 2020, Dr. Chow oversaw multibillion-dollar health budgets as a member of the BC Medical Services Commission. He was later elected President of Doctors of BC, leading over 14,000 physicians through the COVID-19 pandemic, natural disasters, and the drug overdose crisis. During his time in practice, Dr. Chow cared for children, youth, and families at BC Children's and Women's Hospital, Fraser Health, Foundry BC, and Three Story Clinic. He pioneered telepsychiatry and was an early adopter of cloud-based medical technologies.

Dr. Chow currently serves on advisory and charity boards including UBC's Institute of Mental Health and Substance. A graduate of the University of Calgary and trained at UBC, he is certified in Psychiatry and Child and Adolescent Psychiatry. He also speaks on health futurism and mentors young leaders to unlock their potential and drive meaningful impact.



Thrive team members and program participants helped prepare the Untapped nominee boutonnieres in Sept 2024.

The Story Behind the Untapped Awards Boutonniere

The Untapped Workplace Inclusion Awards were truly special this year, and a big part of that was thanks to our amazing Thrive team members and program participants. They came together to create the boutonnieres for the nominees.

It was so much more than just a creative project; it was a way for us to connect and celebrate the incredible people who are championing disability inclusion. Together, we wanted to honor all Untapped Award nominees for their hard work, resilience, and courage in breaking down barriers so that everyone has the opportunity to thrive.

The Thrive program, operated by Open Door Group, 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.



Meet Our 2025 Untapped Award Nominees

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

Please join us in congratulating the all outstanding 2025 Untapped Awards nominees. Their commitment serves as an inspiration to others and helps cultivate an environment where everyone feels valued and empowered!

DIVERSE & INCLUSIVE CHAMPION · Individual



Dr. Sara-Jane Finlay is the Associate Director of Diversity, Equity and Inclusion at ICBC. She is a skilled and insightful leader and advocate for the disabled community and is always seeking opportunities to include the voices of equity deserving communities in all her work.



Hannah Nolan is passionate about using technology to advance accessibility and inclusion. Through research, design, social media, and coaching, she supports adults with diverse abilities in building confidence, learning new skills, and pursuing their goals. Her work helps create pathways for greater independence and empowerment.



Taylor Chobotiuk As Head of People at Tacofino, Taylor leads the company's culture, talent development, and equity strategies. Widely recognized in the hospitality industry, he has been celebrated as a Diverse and Inclusive Champion finalist, Emerging Leader of the Year, and one of Western Living's Foodies of the Year. Taylor champions inclusive hiring, bias-aware training, and equitable workplace practices that remove barriers to employment. His advocacy extends beyond Tacofino, collaborating with peers and community organizations to drive systemic change across the hospitality sector.



Dr. Sabeen Tiwana is a dentist and equity advocate who has transformed healthcare access through her leadership at Dunbar Smiles. She is dedicated to creating opportunities for marginalized and disabled populations, ensuring inclusion and representation in dental care. Her work reflects a commitment to breaking barriers within healthcare.



Niels Melis-De Lamper is the Accessibility and Inclusion Co-op and Career Coordinator at the University of Victoria. With a background in social studies and accessibility from Belgium, he has supported youth with autism, at-risk youth, and coordinated UVic's CanWork project. A certified Cultural Intelligence and Unconscious Bias facilitator, Niels helps students, staff, and employers build accessible workplaces through courageous, strength-based conversations.



Therese Boullard With 25 years of experience in human rights and equity, Therese Boullard is a leader in advancing diversity, inclusion, and accessibility. At WorkSafeBC, she created award-winning accessibility plans and EDI strategies centered on the voices of lived experience. Her career reflects a consistent dedication to systemic equity and change.



Leanna Manning is a multiply neurodivergent accessibility consultant and communications specialist. Leanna guides organizations in building equity-driven practices through accessible communication, plain language, and community engagement. With a practical approach, Leanna helps clients move beyond compliance toward meaningful, sustainable inclusion.



Marco Pasqua is a speaker, best-selling author, and accessibility consultant committed to reshaping how society views disability. Born with cerebral palsy, he co-founded Meaningful Access Consulting, helping organizations create accessible and inclusive environments. A sought-after keynote speaker, Marco has shared his expertise across North America and serves on several boards and committees. In 2025, he was honoured with the King Charles III Coronation Medal for his leadership in advancing accessibility in Canada.



Magda Trespacios is the Diversity, Equity, and Inclusion (DEI) Leader at the City of North Vancouver. A recognized leader in organizational effectiveness, leadership development, and DEI, she designs and leads initiatives that embed inclusion across workplaces and communities. Guided by both professional expertise and lived experience, Magda works to advance equity and foster belonging, supporting meaningful change across workplaces and communities.



Melissa Lyon is the founding director of Accessibility and Inclusion Matter Consulting and holds a master's degree in Inclusive Education. As a person with a disability, she is deeply committed to fostering environments where all individuals can thrive. Melissa has worked extensively in post-secondary and non-profit sectors, developing resources and raising awareness about disability inclusion. She also contributes her expertise as a member of BC's Employment Accessibility Standard Committee.



Madhavee Inamdar is a transformational leader dedicated to advancing equity, accessibility, diversity, and inclusion. Her work spans organizational change and community impact, inspiring a ripple effect across multiple sectors. Madhavee's advocacy is both visionary and practical, making her a recognized champion of inclusion. Most recently, Madhavee has taken leadership along with her colleagues to establish a new first of its kind non-profit 'Inclusive AI Foundation' in British Columbia focused on radically inclusive AI governance where ethical innovation, marginalized voices, and justice-driven technology converge.



Joanna Angelidis is the Associate Director of Wellbeing and Accessibility at BCIT. She leads initiatives that strengthen accessibility, equity, and cultural diversity across the institution. A tireless advocate, Joanna drives systemic change that improves the student and employee experience alike.

DIVERSE & INCLUSIVE CHAMPION · Non-Profit



BC Centre for Ability delivers community-based programs that support people with disabilities at every stage of life. Based in Vancouver, the organization serves nearly 5,000 individuals across BC each year. Their work empowers people with disabilities to thrive in all aspects of life.



Lookout Housing and Health Society has provided housing and health services for vulnerable adults since 1971. Serving 22 municipalities across BC, the organization supports more than 6,000 people each night through shelters, outreach teams, and health and social programs. Their inclusive, non-judgmental approach helps individuals facing poverty, trauma, mental illness, and other challenges.



Binners' Project is a social and economic initiative supporting binners—waste pickers who collect recyclables—as they work to improve their livelihoods. By reducing stigma and creating opportunities, the project helps integrate this community into the local economy. The organization advocates for recognition and dignity in waste recovery work.



Jewels of Hope is a social enterprise & non-profit organization in the Okanagan that empowers marginalized women through jewelry-making. Women facing homelessness, disabilities, or addictions are paid for each piece they create, fostering confidence and community. Proceeds are reinvested to provide safe spaces and opportunities for women to rebuild their lives.



Stanley Park Ecology (SPE) delivers conservation, education, and research programs across Vancouver's Stanley Park. Each year, they engage thousands of people through hands-on habitat restoration and educational initiatives, inspiring future generations to connect with and protect nature. SPE also advises the Vancouver Park Board on critical environmental issues.



The BC Libraries Cooperative supports 200+ member organizations by providing technology, cost savings, and services to libraries and related organizations. It houses the National Network for Equitable Library Service (NNELS), which offers accessible books for people with print disabilities across Canada. By providing essential services, they enable libraries to better serve their communities.



Easter Seals BC & Yukon has been a trusted charity supporting individuals with disabilities through programs and services like accommodations when seeking medical care and accessible camps. The organization also leads disability awareness campaigns and champions inclusion through universal design and equitable hiring practices. Their services empower people of all abilities to participate fully in community life.



North Shore Neighbourhood House strengthens community by providing essential programs, food access, and volunteer opportunities. The organization supports seniors, youth, single parents, and people with diverse abilities. Their mission is to build a more inclusive and connected North Shore community.



BC Wheelchair Sports Association Since 1971, the BC Wheelchair Sports Association has promoted active and healthy living for people with physical disabilities through wheelchair rugby, athletics, and tennis. The organization provides equipment loans, athlete development, and inclusive competition opportunities. They also host major international tournaments and advocate for reducing barriers to sport across BC.



Community Futures BC is the provincial association for 34 Community Futures offices across B.C. The CF network has provided business development services since 1985 and inclusive entrepreneurship since 1986, starting with the Entrepreneurs with Disabilities Program. In 2025 CFBC launched Accessible Entrepreneurship Services exclusively focused on services to remove barriers and create opportunities for all entrepreneurs.



Dan's Legacy provides free, trauma-informed counselling and life-skills programs to youth at risk across Metro Vancouver. Serving young people ages 15 to 25, their programs address mental health challenges, food security and job-skills training. In the past year, they helped 800 youth to stabilize their mental health and work towards their education, employment and recovery goals.



Greater Vancouver Board of Trade Founded in 1887, the Greater Vancouver Board of Trade is Western Canada's leading business association. Representing one-third of BC's workforce, the organization supports members through policy advocacy, networking, professional development, and large-scale events. Their mission is to empower businesses to succeed locally and globally.



Canuck Place Children's Hospice is a caring, innovative children's hospice and community-based service that fully embraces the life of each child and family. They provide leadership in improving pediatric palliative care regionally, nationally, and internationally through collaboration, education, and research.



One Straw Society is a Sunshine Coast charity building sustainable and inclusive food systems. Their work includes community gardens and kitchens, tool library, Indigenous food education, and events and workshops on food. By fostering equity and connection through food, they strengthen resilience across cultures and generations.



Pacific Blue Cross is a Health Benefits Society and British Columbia's number one health benefits provider. Based in Burnaby, BC, the not-for-profit organization provides health, dental, life, disability and travel coverage for 1 in 3 British Columbians through group benefits and individual plans. As part of its mission to improve health and wellbeing for British Columbians, Pacific Blue Cross proactively seeks to address health inequities and supports charitable organizations across the province working to improve health outcomes.



Rick Hansen Foundation has championed accessibility and disability inclusion for more than 30 years. Through education, Accessibility Certification, and advocacy, the Foundation works with schools, workplaces, and public spaces across Canada and beyond to identify and remove barriers. Their efforts are creating a world where people with disabilities can participate more fully, and where inclusion is the standard and not the exception.



A Better Life Foundation strengthens community through dignified food access and inclusive employment. Since 2013, they have served over five million chef-prepared meals in Vancouver's Downtown Eastside. With inclusive hiring practices and trauma-informed employment pathways, the organization empowers individuals to build resilience and opportunity.



Affiliation of Multicultural Societies and Service Agencies of BC (AMSSA) is a provincial umbrella organization representing over 90 agencies that support immigrants and refugees across BC. They strengthen member organizations through capacity-building, policy advocacy, and sector-wide initiatives. With equity at their core, AMSSA works to create inclusive communities and advance justice for newcomers.



CanAssist at UVIC addresses the unmet needs of people of all ages and abilities, especially those with disabilities, through innovative, person-centered solutions. Through the pillars of Employment, Education, and Health & Wellbeing, they advance accessibility with research, programs, and assistive technologies, while tackling systemic barriers and changing mindsets through policy, community engagement, and partnerships that foster inclusion and belonging.



North Okanagan Hospice Society provides compassionate end-of-life care and bereavement support through a 12-bed hospice and community-based services. Guided by values of dignity, inclusion, and trauma-informed care, they create a culture of belonging for staff, volunteers, and families. Their Hospice at Home pilot expands access to care across the region.



Powell River Brain Injury Society supports individuals living with acquired brain injuries through rehabilitation, education, and community integration. Founded in 2003, the organization also raises awareness to reduce stigma and improve public understanding. Their mission is to help survivors achieve their fullest potential in the qathet region.



Center for Epilepsy and Seizure Education based in Abbotsford, supports individuals and families affected by epilepsy. Their programs help people thrive by providing education, advocacy, and direct support. The organization works to increase awareness and reduce stigma around epilepsy across BC.



Brella Community Services Society formerly Seniors Come Share, has served Surrey and White Rock since 1977. They enhance the lives of older adults through adult day programs, community services, and caregiver support. Guided by values of compassion and inclusivity, Brella fosters dignity and independence for seniors and their families.



Bean Around Books (Pathfinders Youth Society) is a training facility operated by Pathfinders Youth Society, helping youth gain barista and customer service skills. The café also provides volunteer opportunities for adults with disabilities, building work experience and social connections. Revenue supports the society's mentorship programs, creating a sustainable cycle of community support.



Moving All British Columbians Forward.

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



DIVERSE & INCLUSIVE CHAMPION · Public Sector



B.C. Pavilion Corporation (PavCo) is a provincial Crown corporation that owns and operates BC Place Stadium and the Vancouver Convention Centre. From global summits to world-class sporting events, its venues generate significant economic and social benefits for BC. PavCo is committed to excellence, sustainability, and community engagement while welcoming visitors from around the world.



BC ASSESSMENT

BC Assessment is a Crown corporation responsible for producing accurate and reliable property assessments across the province. With 754 employees in 11 offices, it supports fair taxation and community development. Guided by values of equity, accessibility, and collaboration, the organization reflects the diversity of BC's communities.



BC Financial Services Authority (BCFSA) is the province's regulator for the financial services sector, including credit unions, trust and insurance companies, pension plans, mortgage services, real estate services, and real estate development. It also administers the Credit Union Deposit Insurance Corporation of British Columbia (CUDIC). BCFSA's mandate is to instill confidence in financial services by focusing on the safety and soundness of regulated entities and consumer protection.



BC Hydro is the province's largest Crown corporation, delivering clean, reliable, and affordable electricity to over five million people. As a publicly owned utility, it strives to reflect the diversity of the communities it serves. BC Hydro fosters an inclusive culture where equity and accessibility are built into everyday practice, supporting a sustainable energy future.



BC HOUSING

BC Housing Since 1967, BC Housing has played a central role in addressing housing needs across the province. Its work spans subsidized housing, rent supplements, homelessness supports, research, and construction regulation. Guided by values of reconciliation, equity, and sustainability, BC Housing collaborates with partners to create safe and inclusive housing for all British Columbians.



BC Transit provides public transportation to more than 130 communities outside the Lower Mainland, serving 57 million riders annually. With 1,200 vehicles across 58 systems, it connects people and places throughout the province. Its 25-year Transit Future plan reflects community feedback and focuses on sustainability, livable neighbourhoods, and inclusive mobility.



British Columbia Institute of Technology (BCIT) delivers flexible, relevant, and future-proof education that prepares learners to lead innovation in their workplaces and communities. As one of BC's largest post-secondary institutes with 5 campuses, 300+ programs, and over 40,000 students, BCIT connects education, industry, and government in building an agile workforce.



Destination Canada is a federal Crown corporation that promotes Canada as a four-season tourism destination in global markets. Headquartered in Vancouver, it employs 140 people across offices in Ottawa and abroad. Through its Accessibility Plan, DEI strategy, and Reconciliation Action Plan, the organization advances equity, inclusion, and sustainable tourism growth.



Kwantlen Polytechnic University (KPU) Student Affairs division supports nearly 20,000 students across five campuses. With a focus on compassion, innovation, and collaboration, it provides inclusive services that help students learn, connect, and thrive. Its programs empower learners to succeed both academically and personally.



North Island College (NIC) began in 1975 with mobile classrooms serving remote Vancouver Island communities. Today, it operates four campuses and delivers programs ranging from trades and nursing to Indigenous-led learning. Through its Accessible Learning Services, NIC ensures students of all abilities are supported in achieving their goals.



North Vancouver City Library is located in the heart of the City on the traditional and unceded lands of the Skwxwú7mesh Nation and sə́ilwətaʔ Nation. Guided by its vision to be a trusted place where everyone can learn, grow and belong, City Library embeds equity, diversity, inclusion and accessibility in everything they do, actively working to reduce barriers and strengthen understanding.



Providence Health Care (PHC) is one of Canada's largest faith-based health organizations, operating 18 sites across BC. With over 10,000 staff, 1,300 medical staff, and 700 volunteers, it delivers compassionate, holistic care rooted in clinical excellence and research. PHC is committed to reconciliation, equity, and inclusion across its programs and workplaces.



Strathcona Regional District (SRD) serves over 48,000 residents in north central Vancouver Island, the Discovery Islands, and nearby inlets. Representing four electoral areas, a treaty First Nation, and five municipalities, SRD provides regional governance and services. Its work reflects a commitment to collaboration and community sustainability.



TransLink plans, funds, and manages a regional transportation system serving 21 municipalities and 2.6 million people across 1800 kilometers. With over 9,000 employees, it operates buses, HandyDART, ferries, SkyTrain, and West Coast Express. TransLink prioritizes accessibility both in customer-facing services and internally, focusing on six key areas (education, leadership engagement, communications, digital accessibility, the built in environment, and HR practices) to build a barrier-free network that reflects the values and needs of the people it serves.



The University of British Columbia is a global centre for teaching, learning and research, consistently ranked among the top public universities in the world. UBC embraces innovation and transforms ideas into action. Since 1915, UBC has been opening doors of opportunity for people with the curiosity, drive and vision to shape a better world.



University of Victoria (UVic) is a research-intensive institution and one of Vancouver Island's largest employers. With over 6,900 staff and faculty, it is recognized nationally for leadership in diversity, sustainability, and community engagement. UVic creates a welcoming environment where every member can feel a sense of belonging.



Vancouver Community College (VCC) offers real-world training through on-campus facilities including gourmet restaurants, salons, and auto shops. For over 60 years, it has supported inclusive learning, including specialized programs for Deaf, hard of hearing, visually impaired, and cognitively diverse students. VCC prepares learners for both meaningful employment and lifelong learning.



The Vancouver Fraser Port Authority is an arm's-length federal agency responsible for the shared stewardship of the lands and waters that make up the Port of Vancouver, Canada's largest port. Our mandate, as outlined in the Canada Marine Act, is to enable Canada's trade objectives on behalf of all Canadians, ensuring goods are moved safely through the Port of Vancouver, while protecting the environment and considering local communities.

Join the **Pledge to Measure** to make an impact

74 Organizations

95,489 Employees

670 Senior leaders self-disclosed disabilities



**Accessibility is a
Canadian standard**

Measure it

Report it

Celebrate it

The Pledge to Measure is a Canada-wide initiative empowering employers to track and report disability inclusion in the workplace. By increasing transparency and confidential disclosures, organizations can set benchmarks, track progress, and drive greater equity.

Learn more: [PledgeToMeasure.org](https://pledgetomeasure.org)

DIVERSE & INCLUSIVE CHAMPION · Social Enterprise



Binners' Project is a social and economic initiative supporting binners—waste pickers who collect recyclables—as they work to improve their livelihoods. By reducing stigma and creating opportunities, the project helps integrate this community into the local economy. The organization advocates for recognition and dignity in waste recovery work.



Jewels of Hope is a social enterprise & non-profit organization in the Okanagan that empowers marginalized women through jewelry-making. Women facing homelessness, disabilities, or addictions are paid for each piece they create, fostering confidence and community. Proceeds are reinvested to provide safe spaces and opportunities for women to rebuild their lives.



Awl Together Leather is a queer and non-binary-owned leather repair, alteration, and custom goods shop in Vancouver. With a focus on circular fashion, the business combines sustainability with inclusion by training a new generation of diverse leatherworkers. Their model reflects a commitment to both equity and environmental responsibility.



Easy Surf Collective is a social enterprise and disability-led digital accessibility consultancy helping organizations improve websites, apps, software, and video games. Services include accessibility audits and testing directly with people with disabilities to provide standards-based, lived-experience-informed recommendations.



Commissionaires BC employs over 1,200 people across 100+ communities in British Columbia, with a focus on veterans, first responders, their families, and equity-deserving groups. Beyond providing security, the organization creates meaningful opportunities through training, wellness programs, and inclusive hiring. As one of the few Canadian security organizations certified to ISO 9001:2015 across all offices, Commissionaires BC upholds the highest standards of quality, accountability, and community impact.

DIVERSE & INCLUSIVE CHAMPION · Small Business



Dunbar Smiles led by Dr. Sabeen Tiwana, is dedicated to advancing accessibility and equity in dental care. Through inclusive leadership and community engagement, the clinic ensures representation and opportunity for marginalized and disabled populations. Their approach reflects a commitment to breaking barriers in healthcare.



Awl Together Leather is a queer and non-binary-owned leather repair, alteration, and custom goods shop in Vancouver. With a focus on circular fashion, the business combines sustainability with inclusion by training a new generation of diverse leatherworkers. Their model reflects a commitment to both equity and environmental responsibility.



Code for Canada is a national non-profit that uses technology, data, and design to improve lives. Working in partnership with communities, they co-create digital solutions that are more inclusive and effective. Their mission is to ensure technology serves people equitably and accessibly.



Coco's Pet Grooming & Spa owned by Edward, Soowon, and Edward's veterinarian twin brother, has served Burnaby's Lougheed area for over 13 years. With more than 15 years of grooming experience, the team provides quality services that bring joy to pets and their owners alike. Their care and creativity make them a beloved community business.



Cloud9wellnessspa in Squamish blends Korean K-Beauty expertise with the community's love for outdoor adventure. Offering nail art and eyelash extensions, they create a welcoming space for clients from all walks of life. Their mission is to make beauty simple, natural, and inclusive.



Arad Foods led by Masoud, demonstrates how compassionate leadership and thoughtful accommodations can transform workplaces. The company values diversity and strives to give opportunities to individuals who may otherwise be overlooked. Their approach shows how equity strengthens both teams and communities.



Gigi's Restaurant is a vibrant Italian eatery inspired by Nonno Luigi's love for simple, joyful meals. Rooted in tradition, it brings people together over fresh pasta, bread, and wine. Gigi's is a place where food, family, and community come together.



Pineview Vegetation Management has been Northern BC's leader in vegetation services since 1996. With innovative methods like drone seeding and reclamation imaging, they bring new solutions to the industry. Guided by a neurodiverse leadership team, Pineview is committed to sustainability, innovation, and strengthening community.



KunStudios led by Krisztina Kun, specializes in creating accessible WordPress websites for public-good organizations. With a focus on inclusion and functionality, the studio helps mission-driven groups connect with their audiences. Their work blends technical skill with a commitment to accessibility.



Bloom Benefits Group reimagines employee benefits to better support organizations and their people. Serving clients across Canada and the US, they combine data-driven insights with human-centered strategies. Their goal is to make benefits more equitable, effective, and impactful.



Cedar Brush Site Services & Janitorial is a 100% Indigenous-owned company serving Metro Vancouver and nearby Indigenous communities. They offer janitorial, property maintenance, home care, pest control, and more, all grounded in cultural protocols and community-first values. With wraparound staff support and Indigenous hiring, Cedar Brush builds meaningful careers while driving economic reconciliation.



Harper Learning supports organizations in building healthier, safer, and more inclusive workplaces. They design research-based learning programs that are tested for accessibility and shaped by lived experience. Their work empowers teams and individuals to create lasting, meaningful impact.



iilo Creative Alliance ("ee-lo") is a women-owned, values-based creative services agency in Western Canada. They deliver communication design solutions that amplify world-changing social and environmental initiatives for progressive impact businesses. As a Certified B Corp and Benefit Company in BC, iilo provides well-paying work to women and underrepresented people in the creative services industry.



Fairware is North America's sustainable merchandise brand, helping businesses align their values with the products they need. Dedicated to responsible sourcing, Fairware specializes in creating custom-branded merchandise that prioritizes ethical supply chains and sustainable materials, helping you better engage with your customers, employees, and partners.



Spectrum Ability works with property managers, architects, and building operators to improve their structures' accessibility. Their services include accessibility audits, design recommendations, and Rick Hansen Foundation Accessibility Certification. The company helps create built environments that go beyond code to serve people with mobility, sight, and hearing challenges.



Corsa Cycles part of the Dunbar Cycles family, is a leading bike shop in Squamish and the Sea to Sky corridor. Since 1982, they've supported riders of all levels with expert service, community events, and world-class products. Their inclusive team values collaboration, mentorship, and connection, making them a hub for the cycling community.



Accessibility & Inclusion Matter Consulting helps organizations create more accessible and inclusive spaces. Their services include workshops, accessibility plans, and resource development. With a focus on practical strategies, they guide clients in building equity into everyday practice.



Porcupine Mechanical isn't your average heating and cooling company. From frozen pipes to summer heatwaves, this Sea-to-Sky crew shows up with precision, humour, and heart. They carry a stubborn belief that everyone deserves a place in the trades — and that comfort at home should feel good in every way. It's not just heating and cooling; it's mentorship, inclusion, and a cozy future built together.



AndHumanity is an integrated agency built on the foundation of inclusion. They focus on understanding, engaging with, and appealing to equity-deserving communities. Their mission is to lead brands to leave a legacy of belonging by inspiring, creating and advising them.



Floem creates herbal teas and infusions inspired by Canada's boreal forests. Their ingredients are hand-harvested by skilled gatherers and combined into bold, unexpected blends. Each infusion reflects the natural beauty and contrasts of the wild.



glowithin founded by Katie Connolly, empowers neurodiverse individuals through somatic therapy and educational programs for parents & educators. Katie supports clients in honouring their authentic-selves and creating positive change in communities.



Rocky Cycle has been Surrey's trusted bike shop for over 40 years, offering sales, service, and expert advice. More than a store, it is a hub for the local cycling community. With a passion for helping riders of all levels, Rocky Cycle makes every journey unforgettable.

DIVERSE & INCLUSIVE CHAMPION · Medium & Large Business



BC Centre for Ability delivers community-based programs that support people with disabilities at every stage of life. Based in Vancouver, the organization serves nearly 5,000 individuals across BC each year. Their work empowers people with disabilities to thrive in all aspects of life.



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Lookout Housing and Health Society has provided housing and health services for vulnerable adults since 1971. Serving 22 municipalities across BC, the organization supports more than 6,000 people each night through shelters, outreach teams, and health and social programs. Their inclusive, non-judgmental approach helps individuals facing poverty, trauma, mental illness, and other challenges.



Gowling WLG is an international law firm with more than 1,500 legal professionals across Canada, the UK, Europe, the Middle East, and Asia. Grounded in legal excellence and driven by innovation, the firm delivers comprehensive legal services in core sectors including life sciences, energy, infrastructure, and financial services. Our collaborative, client-centred approach is backed by a culture that values inclusion, integrity, and visionary leadership. The firm's 7 Canadian offices are located in major urban centres and serve a diverse clientele—ranging from Fortune 500 companies and governments to startups and not-for-profit organizations.



Spotless Uniform Ltd. Spotless Uniform and Linen Service is a 5th generation Canadian-owned company serving more than 2,000 clients across BC and Alberta. Known as "The Service People," they provide uniforms, linens, custom mats, and more with programs tailored to each customer's needs. The company also fosters a supportive workplace culture that values individuality, respect, and teamwork.



KPMG Canada provides Audit, Tax, and Advisory services to many of the public and private business, not-for profit, and public sector organizations in Canada. Our vision is to represent the diverse communities in which we live and work. We're committed to fostering an inclusive, equitable, and mentally healthy culture where all people have the opportunity to join, advance, and thrive.



Tacofino began as a Tofino food truck and has grown into a beloved restaurant group with 11 locations across BC. Known for bold flavours and warm hospitality, Tacofino is also committed to inclusion, respect, and community impact. Through accessible training, inclusive hiring, and partnerships, the company creates spaces where both guests and employees feel welcomed and valued.



Parq Casino Downtown Vancouver's casino resort features a beautiful casino, high-end salons, restaurants, entertainment, bars, patios, and hotels all under one roof. Parq is where Vancouverites and visitors alike come to have fun with friends and family in a vibrant and memorable environment unlike anything else in the city. We are proud to celebrate Vancouver, its beauty, and its people, which we do through creating unique experiences, offering high quality amenities, and building relationships with locals, visitors and like-minded businesses.



Ernst & Young (EY) is a global leader in assurance, tax, transaction, and advisory services, with more than 300,000 employees in over 150 countries. The firm fosters an inclusive culture where diverse perspectives drive innovation and better client outcomes. EY has been recognized globally for its commitment to neuroinclusion and accessibility, setting new standards for inclusive workplaces and client practices.



Golden Goose Holding Ltd. operates McDonald's restaurants in Squamish, Whistler, and Pemberton. With more than 100 employees, the company is rooted in values of respect, integrity, and inclusion. It prioritizes staff training, career development, and recognition to create rewarding workplaces and exceptional guest experiences.



Microserve is an IT solutions provider headquartered in Burnaby with offices in Victoria, Calgary, and Edmonton. Recognized as a leader in Western Canada, the company delivers impactful, client-focused technology services. Microserve is committed to innovation, community impact, and building lasting partnerships across industries.



BCAA has been serving British Columbians since 1906, from a motoring club to a now purpose-driven organization that now supports over one million Members. In addition to roadside assistance, it provides insurance, Evo Car Share, Evolve E-Bike and E-Scooter Shares, Auto Service Centres and more. Named one of BC's Top Employers, BCAA is committed to people, planet, and prosperity through community investment and accountability.



Taproot Community Support Services provides personalized support for children, youth, adults, and families facing challenges. Rooted in cultural respect and community connection, its programs help people grow, build resilience, and find belonging. Taproot is dedicated to recognizing the inner strength in every individual.



Vancity is Canada's largest community credit union, serving over 500,000 members since 1946. The cooperative uses values-based banking to advance social justice, economic inclusion, and environmental sustainability. With initiatives such as the Workplace Inclusion Program and accessibility committees, Vancity prioritizes equity, Reconciliation, and climate action as core business strategies.



Big Way Hot Pot founded in 2021, is a fast-growing fast-casual restaurant brand. With over 100 fresh ingredients and more than 10 unique broths, Big Way is pioneering a new category of modern hot pot—fully customizable, individual-sized, fresh, and fun—created for a new generation of diners. The brand lives by the slogan “Your Pot, Your Way.” Since opening its first store in February 2022, Big Way has expanded to 16 locations across three regions in North America, powered by a team of more than 1,000 talented individuals. Guided by the core CARE values, Big Way prioritizes customer satisfaction, employee growth, and mutual success—building a platform where people from around the world can realize their career dreams.



First West Credit Union is among Canada's largest member-owned financial cooperatives, operating 45 branches with a team of 1,250 employees serving communities across British Columbia. The organization supports members in building strong financial futures, growing their businesses, investing with purpose, and achieving personal goals. Originating from B.C.'s farming, fishing, and forestry communities, First West has grown into a multi-brand business and combines the care of local service with the resources of a large-scale institution. Purpose-driven and values-based, First West is recognized for fostering an inclusive, compassionate, and adaptive workplace where team members are empowered to thrive and succeed.



Securiguard Services Ltd. has been redefining security in Canada for over 50 years through values-based leadership, inclusive culture, and innovative learning. As a purpose-driven company, it emphasizes investing in people as the foundation for creating safe communities. Its approach prioritizes both client service and employee development.



London Drugs – North Town Centre, Nanaimo is more than a retail store – it's a trusted community hub. The location provides a wide range of products and services, from pharmacy and health care support to technology, photo, and everyday essentials. With a focus on quality, service, and accessibility, London Drugs is committed to creating meaningful connections, supporting local communities, and delivering a shopping experience rooted in care and convenience.

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**Untapped Workplace
Inclusion Awards.**

We strive to be a diverse and
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Untapped Event Accessibility & Map

Event Map



Event Accessibility

The Untapped Awards event is an accessible event. We will provide live captions, sign language interpretation, CART services, and a low sensory room.

The event will take place at the **PARQ Grand Kitsilano Ballroom**, with the low sensory room conveniently located on the same floor in the **Elm Boardroom**.

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Overall, the Untapped Awards event exceeded my expectations in every aspect – from the choice of venue to the quality of food and the excellence of the presentations. It was a truly memorable day that celebrated untapped talent in a way that was both enjoyable and interesting. I want to extend my gratitude to the entire event team for their hard work and dedication in coordinating such a fantastic event. I look forward to future events organized by your team and anticipate more remarkable experiences.

Raminder Bahl
Assistant Manager at Back in Motion



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