

About Sodexo

Globally

18th Largest Employer
419,000 employees
80 Countries
Serving 75 Million customers every day

Canada

500 Locations for 200 clients

10,000 employees
Serving over 1 million customers every day

Improve the quality of life for all those we serve

On site services
Brock

Feed the Students, faculty and staff

Large Pharmaceutical Company in Toronto

Wash the windows, hire the plumber, plow the snow, we feed them run
the health centre ...

Benefits and Rewards
Incentive and Recognition programs

Personal and Home Services

Concierge services
In home care

I am the Director of IS&T

Responsible for all IT in Canada

And the IT Field Support Team for North America

Our Commitment to Diversity and Inclusion

Sodexo is committed to promoting and fostering equal opportunity in all operations in our
company

in 2008 Sodexo made D&I a global business imperative

In Canada we focus on 6 dimensions of diversity

Aboriginals
Culture and Origins
Gender
Generations

Disabilities
Sexual Orientation

Sodexo is above the national average in all dimensions except hiring people with disabilities

The research that Sodexo did on Gender Balanced Teams is outstanding,

My interest is Hiring people with disabilities

Business Case

Utility Analysis at two of our Canadian Units

In conjunction with Catherine Connolly from McMaster U

Factors

Wages
number of absences
Number of times late
Hours of training
Accommodation costs
Turnover
Number of safety incidents

Performance rating
Assigned dollar value to each

Assessed all workers at the locations

At unit one 40% increase in value

At unit two 26% increase in value

Good business decision
Higher engagement
Lower absenteeism
High performance standards

Better moral
Lower turnover

Annual Turnover Costs for Sodexo Canada

15,000 to replace a manager

4,000 to replace a front line employee

256 managers, 4314 front line employees

\$21,096,000

Train, Train, Train

Train our managers on the benefits

Train them on the myths

Train them how to encourage people to be honest when completing the self
declaration form

We know we hire many more people with disabilities, we just can't count them

Challenge

200 clients

500 sites

Which gives me 500 hiring managers in locations spread as far and wide
in Canada as you can get

Set up partnerships with Agencies to help support our managers

So how does an IT guy get involved in hiring PWD

Jennifer's Green Chain

Story

Link Every Unit