

## References

- Bauer, T. N. (2010). *Onboarding New Employees: Maximizing Success*. SHRM Foundation.
- Carr, E. W., Reece, A., Kellerman, G. R., & Robichaux, A. (2019, December 16). *The Value of Belonging at Work*. Harvard Business Review. Retrieved November 2, 2022, from <https://hbr.org/2019/12/the-value-of-belonging-at-work>
- Catlin, K. (2019). *Better Allies: Everyday Actions to Create Inclusive, Engaging Workplaces*. Better Allies Press.
- CEWIL. (2021). What is Work-Integrated Learning (WIL)? CEWIL Canada. Retrieved January 11, 2023 from <https://cewilcanada.ca/CEWIL/CEWIL/About-Us/Work-Integrated-Learning.aspx>
- David C. Onley Initiative for Employment & Enterprise Development. (n.d.). *Employers Guide to Workplace Accommodations - Carleton University*. Carleton University. Retrieved September 27, 2022, from <https://carleton.ca/accessibility-institute/wp-content/uploads/DCOI-Tipsheets-Employers-Guide-To-Workplace-Accommodations.pdf>
- Deloitte LLP. (2022). *Reverse mentoring scheme provides senior leaders with fresh perspectives*. Deloitte United Kingdom. Retrieved October 31, 2022, from <https://www2.deloitte.com/uk/en/pages/impact-report-2019/stories/reverse-mentoring.html>
- Deloitte. (2022). *Reverse mentoring program: Start the conversation to create and increase awareness*. Deloitte. Retrieved October 31, 2022, from <https://careersatdeloitte.com/story/reverse-mentoring-program-start-the-conversation-to-create-and-increase-awareness-239>
- Grant, A. (2021, February 3). *Building a culture of learning at work*. strategy+business. Retrieved November 1, 2022, from <https://www.strategy-business.com/article/Building-a-culture-of-learning-at-work>
- Guest Contributor. (2021, November 9). *The ugly truth about mentorship in Canada*. strategy. Retrieved November 30, 2022, from <https://strategyonline.ca/2021/11/09/the-ugly-truth-about-mentorship-in-canada/>
- Landreman, L. M., Arao, B., & Clemens, K. (2013). From Safe Spaces to Brave Spaces. In *The Art of Effective Facilitation: Reflections from Social Justice Educators* (pp. 135–150). essay, Stylus Publishing, LLC.
- Leck, J. D., Elliott, C., Bourgeois, E., & Kemp, K. (2014). (rep.). *Mentoring a Diverse Workforce Knowledge Synthesis Grant*. Ottawa, ON: Social Sciences and Humanities Research Council of Canada (SSHRC).
- Native Men's Residence (Na-Me-Res). (2020). *Na-Me-Res Annual Report: Helping the Homeless Community of Toronto since 1985*. Toronto, ON. Retrieved Sept 27, 2022 from: <https://www.nameres.org/annual-report/>
- Office of Disability Employment Policy. (n.d.). *Searchable Online Accommodation Resource*. Job Accommodation Network. Retrieved September 27, 2022, from <http://www.askjan.org/soar.cfm>

Ontario Human Rights Commission. (n.d.). *The Ontario Human Rights Code*. Ontario Human Rights Commission. Retrieved October 18, 2022, from <https://www.ohrc.on.ca/en/ontario-human-rights-code>

Perry, R. (2022). *Imagine Belonging: Your Inclusive Leadership Guide to Building an Equitable Workplace*. Publish Your Purpose.

Rabha, M. (2022, August 11). *Onboarding Vs Orientation: The Difference You Need to Know*. Vantage Circle. Retrieved September 26, 2022, from <https://blog.vantagecircle.com/onboarding-vs-orientation/>

Ray, B. (2019, October 21). *How to Help Young People Transition Into Adulthood*. Greater Good Magazine. Retrieved November 2, 2022, from [https://greatergood.berkeley.edu/article/item/how\\_to\\_help\\_young\\_people\\_transition\\_into\\_adulthood](https://greatergood.berkeley.edu/article/item/how_to_help_young_people_transition_into_adulthood)

Richards, E., & Longpré-Verret, L.-M. (2021, May 18). Diversity Among Board Directors and Officers: Exploratory Estimates on Family, Work and Income. Retrieved October 18, 2022, from <https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2021005-eng.htm>

United Nations. (2021, March 18). *Ageism is a global challenge: UN*. Retrieved February 6, 2023 from: <https://www.who.int/news/item/18-03-2021-ageism-is-a-global-challenge-un#:~:text=Ageism%20has%20serious%20and%20wide.of%20life%20and%20premature%20death>

University of Toronto. (2019). *Developing a Personal Learning Plan for Competency Development*. Experiential Learning Modules. Retrieved September 29, 2022, from <https://experientialmodules.utoronto.ca/student-modules/strengths-values-interests/>

University of Toronto. (2019). *Setting Goals*. Experiential Learning Modules. Retrieved September 29, 2022, from <https://experientialmodules.utoronto.ca/student-modules/strengths-values-interests/>

University of Toronto. (2019). *Understanding Your Strengths, Values and Interests*. Experiential Learning Modules. Retrieved September 29, 2022, from <https://experientialmodules.utoronto.ca/student-modules/strengths-values-interests/>

West, L., & Stirling, A. (2021). Re-designing work study as work-integrated learning: Examining the impact of structured learning support in part-time on-campus employment. *International Journal of Work-Integrated Learning*, 22(3), 385–395.

Workplace Education Manitoba. (n.d.). *Review of Best Practices in Aboriginal Workforce Development. Connecting Aboriginals to Manufacturing*. Retrieved September 30, 2022.