

## Growing Inclusive Circular Jobs for Your Community

### A MEETING CONVENED BY THE SHARE REUSE REPAIR INITIATIVE

#### Who was in attendance?

14 people from a variety of organizations attended that serve or represent the following communities: newcomer immigrants and refugees (3), people with disabilities (5), people with barriers to employment (6), women (3), youth (2), racial / cultural community (2), other (5).\*

Of those polled, half were familiar with the circular economy, half were still familiarizing themselves with it, and one person had never heard of the circular economy.\*\*

#### What we heard

“[Businesses] have to start looking at tasks [and] specific duties, and [they must] be willing to be flexible [to] look at jobs from this less structured [approach].”

“[Businesses] need to [recognize] a real cultural fit to say: ‘We [as a business] are committed to wanting to do this and we know we’ll see benefits in the long run.’”

“We can connect people [and businesses] in the field with a lot of resources they probably don’t even know exist [to support inclusive circular jobs].”

“Just do it. Hire [for inclusive circular jobs].”

#### Participants identified the following top priorities to pursue:

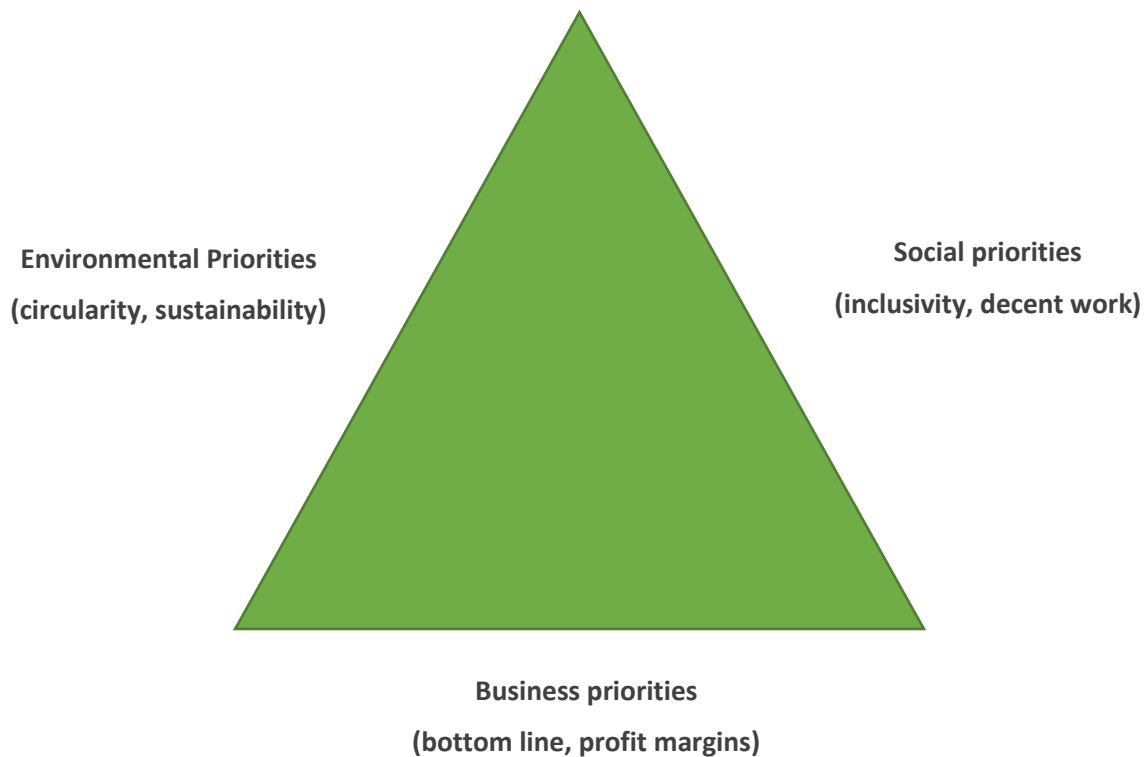
Build a just circular jobs network engaging both circular and social economy actors	Identify the tasks / jobs that circular businesses are hiring for
Connect employment service providers and circular businesses committed to inclusive hiring	Re-evaluate what is considered work and how it’s done
Find a balance between environment, inclusion, and business priorities	Start hiring; connect with people & organizations that can help with successful inclusive hires

Learn more about inclusive circular jobs in SRRI’s recently released report, [Exploring a Just and Inclusive Circular Recovery](#), developed by UBC Sustainability Scholar Neha Sharma for SRRI.

*\*Participants could select multiple options for communities they represent or serve. “Other” included BCIT Sustainable Business Leadership Program students supporting circular business Sharewares to explore inclusive employment.*

*\*\*Though 14 people were in attendance, only 11 were present at the time of polling.*

An attendee at the meeting proposed a triangle of inclusive circular employment, summarized by the quote underneath the diagram.



*"If one or two of these sides of the triangle becomes the greater priority, it collapses. [Ideally] you can get all three [sides] working together - a business idea that helps the environment, shows a financial bottom-line improvement, [enhances] diversity, and creates meaningful work... We have to find that [balance of priorities] if we want it to [be] sustain[ed]... Whatever solution we have [needs] to take those things into consideration if we want it to be successful."*