



Employer Case Study: *Gabi and Jules*

In Port Moody, British Columbia, a small municipality east of Vancouver, you will find a little bakery and coffee shop called Gabi and Jules. Known for their delicious pies, and other yummy offerings, Gabi and Jules is also known for something special: they are an inclusive, supportive employer. As they say on their website, “Our mission is to passionately create exceptional pies and baked goodness in a collaborative environment inclusive of individuals of all abilities.”

*Lisa Beecroft and her husband Patrick named their bakery after their two daughters, one of whom has Autism Spectrum Disorder (ASD). Lisa wanted to create a place where families with children with ASD would feel welcome. She also wanted to **create a workplace that recognized the value in everyone and where people with disabilities, ASD in particular, are welcome, can contribute to the workplace and build employment skills.***

*As a small business without a dedicated human resources team, Gabi and Jules has partnered with employment service providers to help fill job vacancies and to deliver on their commitment to be a supportive, inclusive employer. **Lisa has found it helpful to be clear from the start with any partner that she works with about the support that she needs as an employer.** Asking questions and setting clear expectations has helped Lisa and employment partners to work effectively together.*

*Lisa hears often from customers that they come to Gabi and Jules because they feel welcome – they never feel judged. **And candidates come to Lisa, with resume in hand, because they know that Gabi and Jules is a supportive employer; they want to be part of that!** Because the Beecrofts were intentional with their vision, mission and goals for the bakery right from the start, their employer brand has sent a strong, clear message: everyone is welcome here.*

