

The Presidents Group is a network of B.C. business leaders who are championing improved employment outcomes for people with disabilities in B.C.

## Sarah White

COO and Co-Founder, Fairware

**fairware**

[fairware.com](http://fairware.com)

### WHO WE ARE

Fairware helps organizations to better engage their customers, employees and partners while reducing impacts on the world through the creation of sustainable, custom branded products.

### WHY WE'RE INVOLVED

We are committed to building a diverse and inclusive workforce and are always looking for new ways of how we can drive positive change within our community.

### DISTINCTION AND AWARDS

- 2013 - #210 on Profit 500 list
- 2012: Founders named 81st on PROFIT/Chatelaine W100 Ranking of Canada's Top Female Entrepreneurs
- 2012 – Finalist in RBC Canadian Women Entrepreneur of the Year
- B Corporation Certification – Founding Canadian B Corp
- Member of Fair Labor Association - Category C
- Climate Smart Certified Business
- Certified Women Owned Business
- Certified LGBT Owned Business

### NUMBER OF EMPLOYEES

12

### NUMBER OF EMPLOYEES WHO SELF-IDENTIFY AS HAVING A DISABILITY

2

### ACCESSIBILITY INITIATIVES

- Facilitated training for all-staff in Diversity and Inclusion.
- Dedicated to social hiring practices both internally as an organization and externally with the vendors they work with.



- Participant in the B Corp Inclusive Economy Challenge to increase their positive impact within their business practices and move toward an inclusive economy.

#### HIGHLIGHTS

- ✓ Fairware is a certified living wage employer in BC.
- ✓ Introduced Diversity and Inclusion training for the team, updated hiring and job postings to better include their commitments in this area.
- ✓ Tracking significant suppliers for diverse ownership (women, LGBTQ, minorities.)
- ✓ Formalizing policies to continue hiring from communities with barriers to employment
- ✓ Community partnership with Vancouver Street Soccer League, providing volunteer hours, cash and in-kind donations
- ✓ Empowered a team member to share her mental illness (bi-polar disorder) for the first time ever in a workplace.