



## Capability Statement



### Pamela Shainhouse, President & Founder

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WEConnect  
INTERNATIONAL

IWSCC  
Inclusive Workplace and  
Supply Council of Canada

**DEI Certification:** MUMA Business School, University of South Florida

With over 35 years of business acumen in various industries and more than 15 years of experience in the accessibility, inclusion, diversity, and equity sectors, Pamela Shainhouse has guided those who believe they must adhere to these requirements and values. Through lived experience and expertise, we create a dynamic structure that makes transformative social change palpable and engaging; we pride ourselves on our authenticity, transparency, and integrity. SustainabilityX Magazine recently awarded Ms. Shainhouse a Global50 Sustainability Expert.

### *Why The Shainhouse Group?*

We successfully assist with their corporate training and awareness needs by creating a comprehensive matrix of training and consulting services tailored to achieve their objectives and goals. We create customized modules tailored to the unique needs of every individual and the intricacies of your business. We work with all levels, from the C-suite to Employee Resource Groups (ERGs), to design tailored course modules that yield the proper outcomes and solutions.

### *What sets The Shainhouse Group apart from the competition?*

#### **Client Connection:**

Our frameworks and methodologies are rooted in our client-centric approach, ensuring training aligns with your specific goals, needs and budget. Our team has international experience working with companies of all sizes.

#### **Experienced Trainers:**

Our trainers are experts in their field, with years of experience in accessibility, inclusion, diversity, and equity training. You work one-on-one with Ms. Shainhouse and her team.

#### **Tailored Training Modules:**

We use real-life examples and exercises that are practical and contribute to effective learning tailored to your specific needs. Case studies bring experiences to the forefront of the trainees.

## Our Services:

### Accessibility Training, Consulting & Audits:

- As facilitators of corporate training, we offer comprehensive *training programs* in areas of physical accessibility in the workplace and beyond. We work with you to develop the most accurate handicapped accessible areas that assist all people with disabilities (invisible or visible) in the workplace.
- Our *tailored workshops* address the unique accessibility needs of your business, whether for symposia, lunch-and-learns, Employee Resource Group (ERG) speaking engagements, or other events. Our workshops provide knowledge and skills to enhance your corporate culture and management strategies, helping individuals understand and address potential barriers faced by people with disabilities.
- Our *accessibility audits* incorporate all areas of accessibility issues, whether physical, built-in environment or digital. Results inform and educate participants on the importance of creating inclusive and accessible work environments.
- Many companies need more than standard advisory services. Through our *consulting services*, we help companies navigate periods of rapid growth, changing markets, or operational changes. We work with businesses and executive teams to build tailored solutions that address their Accessibility concerns and develop policies they can implement once our services are fulfilled.

### Accessibility Event Management:

- As conferences and events return in full force—both in-person and hybrid—ensuring accessibility is not only a legal responsibility but a mark of leadership, respect, and inclusion. We provide a full suite of services designed to support organizations in developing and executing events that are accessible, welcoming, and inclusive for all attendees, including people with disabilities.

### Course Offerings Include:

**Building an Accessible Workplace** - Designed to provide participants, including the Board, C-Suite, managers, employees, and HR professionals, with the knowledge and skills needed to create and sustain a workplace culture that values diversity, physical accessibility, and promotes inclusion

**Mental Health and the Workplace** - Designed to provide participants with a comprehensive understanding of mental health issues within the work environment context

**Inclusive Design** - Training on creating products and services, facility assistance

**Safe Accessible Event Management** – Ensure event environments (physical and digital) comply with current accessibility standards (ADA, AODA, WCAG 2.2, etc.); Eliminate barriers to participation for attendees with mobility, sensory, cognitive, or other disabilities; Improve the overall event experience through inclusive design, communication, and logistics; Support your brand in aligning with DEI goals and creating a culture of accessibility and care