

- visits to universities by campus recruiters prior to the writing of the Foreign Service exam to highlight our wish to attract target group members.

- briefings of university career counsellors and distribution of literature carrying strong employment equity messages.

- creation of a post-graduate Aboriginal Internship Program to enable high potential university graduates to gain experience in the Department and to overcome obstacles to entry in this category. In this regard, the Department will visit at least three (3) PSC regional offices before April 1992 and initiate contact with locally identified aboriginal university graduates.

- special research project to re-assess the annual Foreign Service competition to identify and remove any cultural biases.

#### b. Assignment

Continued efforts will be made to ensure that women are well represented in all streams and in posts abroad, that they are offered equal opportunity for assignments to positions which will maximize their abilities and enable them to compete for management positions and that they are provided with in-house training and education leave.

8.1.2

#### c. Promotion/Separation

The Department will strengthen the employment equity aspect of the FS and EX appraisal by highlighting the section on employment equity and giving it the same full weight and attention given to other factors. Narratives supporting this section will be required, specifically asking for actual initiatives undertaken.

The rate of promotion/separation of designated group members and in particular the promotion rate of women to the Management Category will be closely monitored. Should progress in these areas be unacceptably low, other mechanisms for entry in the Management Category such as selective use of lateral entry will be utilized.