

The Department signed on February 20, 1989 a Memorandum of Understanding with the CHRC outlining responsibilities and providing for timeframes for a review of employment equity. Reports on the composition of the workforce, availability analysis and copies of various employment systems analyses conducted by the Employment Equity Unit between 1986 and 1989 were forwarded to CHRC for review (appendix 3).

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#### 4. STRATEGIC OBJECTIVES

This strategy is designed to achieve the following objectives by March 1996:

- to take active measures to enable the Department to achieve its employment equity objectives within the 5 year timeframe prescribed in the Corporate Review,
- to address the issue of recruitment, distribution and retention of target group members,
- to integrate remedial actions into operational plans,
- to follow-up on recommendations emanating from various advisory groups.

#### 5. PHASING

The strategy will be implemented in the following phases:

- phase 1 (April 1991 - March 1993): **Start-up**
- phase 2 (April 1993 - March 1995): **Expansion**
- phase 3 (April 1995 - March 1996): **Program Review**

Progress reports on each phase will be presented to the Department's Management Committee as well as to the Canadian Human Rights Commission in support of our commitment to the Memorandum of Understanding.