

## 1. INTRODUCTION

This paper presents a strategy designed to promote the equitable representation and distribution of aboriginal peoples, members of visible minority groups, persons with disabilities and women at all levels in the Department. It is formulated in response to objectives laid down in the Department's Corporate Review and endorsed by senior management in July 1990 (appendix 1). The strategy also responds to Part II of the Joint Review undertaken by the Department and the Canadian Human Rights Commission (appendix 2).

This document provides the planning and accountability framework required to meet departmental employment equity objectives by March 1996.

## 2. SCOPE OF THE STRATEGY

The scope of the strategy is broad, encompassing all aspects of employment systems: staffing, assignments, training and development, and performance appraisal system, as well as including departmental accountability for employment equity, communication of roles and responsibilities at all organizational levels and monitoring of employment equity objectives.

The long term horizon for the strategy is 5 years. A detailed breakdown of planned activities for the first phase is included under section 8.

## 3. BACKGROUND

The EAITC Corporate Review Sub-Committee on Personnel Issues identified employment equity as one of several important areas where a specific plan of action was needed to ensure that internally and externally imposed objectives could be met within reasonable timeframes. In addition, the Canadian Human Rights Commission completed in November 1988 a review of our Employment Equity Report which indicated that in some occupational categories our organization was underutilizing one or more of the designated groups.