

Employment Equity

Champion - Joseph Caron

1. **Implementation of a training module or program on diversity management for departmental executives and managers. (Phase 1: DGs, Directors and Coordinators)**

DEPUTIES' RESPONSE: The development of the training program is being undertaken in partnership with CFSI, SPSP and in cooperation with OGDs. CFSI and SPSP will proceed with the delivery of a pilot course. Phase 1 will commence in September.

2. **Formalize and communicate to all employees a departmental accommodation policy and procedures and approve the necessary resources to support its effective implementation.**

DEPUTIES' RESPONSE: A needs analysis will be conducted to identify the required resources. When this is completed, an action plan will be produced for review and action by the Executive Committee.

3. **Establish an on-going employee consultation system through an "anonymous" web-site to encourage employees to express their views, comments or general requests with regards to employment equity issues.**

DEPUTIES' RESPONSE: Agreed. Communications is at the heart of many EE initiatives. The need to hear first hand from the members of the groups involved is paramount. The department will develop a website best suited to meet this requirement and will monitor its effectiveness and usefulness.

4. **Develop a departmental information blitz on employment equity to be delivered in successive phases starting with the launching of the Employment Systems Review (ESR) in the Department.**

DEPUTIES' RESPONSE: The recently completed Employment Survey/Workforces Analysis and the results of the audit conducted by the Human Rights Commission will serve as a basis for the Employment Systems Review. This review will constitute our best attempt to get at the root of discriminatory practices. To be successful, this process must be accompanied by a broadly-based communications strategy. Departmental communications resources will be brought into this process to ensure maximum impact.