

- 29) The Committee recommends that the Service complete the development and implementation of its employment equity program by December 31, 1991. The program should aim to increase the representation of women, visible minorities, Aboriginal people, and disabled persons.
- 30) The Committee recommends that the CSIS employment equity program be based on an active, rather than a reactive strategy, in that the Service should actively seek out women and candidates from minority groups.
- 31) The Committee recommends that the Service continue to recruit individuals with knowledge of languages other than English and French.
- 32) The Committee recommends that the Service review the psychological assessment program it administers for employee selection purposes with a view to determining whether it is still current and appropriate for its needs and report to the Solicitor General on this issue within a reasonable period.
- 33) The Committee recommends that the polygraph not be used by the Service for employment screening purposes.
- 34) The Committee recommends that the Service establish full-time second language training programs in all regions of the country. In particular, the Committee recommends that immediate action be taken by the Service to provide full-time French language instruction to its employees in Toronto and areas west of Toronto.
- 35) The Committee recommends that the Service make available to its intelligence officers postings in areas of the country where the language of the majority is different than their own language.
- 36) The Committee recommends that the employees of the Service be given access to all public service competitions and an opportunity to participate in secondment and temporary assignments in the public service.
- 37) The Committee recommends that the Service recruit from the widest possible population base — that is both within and outside government — for all middle and senior management positions with the Service, while making every effort to identify qualified candidates already inside CSIS who may possess the required qualifications.
- 38) The Committee recommends that the Solicitor General's Department study the feasibility of extending the RCMP Employee Assistance Program to members of the Service.