TABLE OF CONTENTS

Departmental Representation Rates Compared with Public Service Averages	1
Our Promotion and Recruitment Targets	2
Distribution of Employees by Designated Groups Showing Occupational Category and Group	3
trategic Objectives	4
lanned Actions for Each Strategic Objective	5
Strategic Objective 1: Strengthen selective measures for each designated group	5
Action 1: Identify recruitment targets for all designated groups	5
Action 2: Strengthen measures to increase representation of women in Executive group	6
Action 3: Promote advancement of technical/administrative staff	7
Action 4: Strengthen measures to increase representation of persons in a visible minority	8
Action 5: Strengthen measures to increase representation of persons with disabilities	9
Action 6: Strengthen measures to increase representation of Aboriginal peoples	10
Strategic Objective 2: Drive employment equity into the organization	l 1
Action 1: Strengthen process of management responsibility	11
Action 2: Implement policy of no tolerance regarding harassment	12
Action 3: Develop business case for employment equity	13
Strategic Objective 3: Help implement employment equity effectively	14
Action 1: Endorse flexible working arrangements	14
Action 2: Integrate appropriate training into management and employee training programs	14
Action 3: Review and evaluate effectiveness of employment equity initiatives	15
Action 4: Develop information/communications program	16