

Employment equity issues will be discussed on the June '91 seminar for outgoing Heads of Mission. Beginning in the fall of '91, sessions on employment equity will be mandatory part of the Department's Supervisory and Middle Management Orientation Programs.

A "Management of Diversity" training program will be offered this year. In addition, training courses on cross-cultural awareness and the integration of disabled persons into the workplace are being planned.

8.2.6 Increasing Awareness

Most people are probably not knowledgeable about the special needs and concerns of target group members. Equally important is the fact that most people are unaware of the capabilities of disabled persons. The success of this action plan depends largely on raising the level of awareness of managers about employment conditions faced by target group members.

Problem identified:

- Little work has been done to increase the level of awareness of managers.

To address this situation, the Department will as recommended in the Personnel Management Audit of March 1990 communicate roles and responsibilities for employment equity at all levels.

As well, with the establishment of a Career Services Unit for non-rotational staff, the Department has made available a wide range of programmes and training tools. Initiatives impacting on target group members initiated by this Unit include:

- Distribution of a questionnaire designed for non-rotational employees regarding their career aspirations.
- Articles in departmental publication on recently hired employees including target group employees.