

A COMPLETE CHECKLIST OF CONCRETE STEPS YOU CAN TAKE TO IMPLEMENT DEPARTMENTAL EMPLOYMENT EQUITY GOALS APPEARS AT THE END OF THIS GUIDE.

“Our greatest resource is not shown on our financial statements. Instead, it is embodied in the creativity and energy of our people. Whether discoverers, problem-solvers, innovators, analysts or strategists, we know the importance of drawing upon the entire range of talent and potential available in our workforce.”
Merck-Frosst Promotional Brochure

Overview of the *Employment Equity Act (EEA)*

- It aims to achieve equality in the workplace.
- It aims to create a workplace that reflects the population it serves.
- It aims to remove barriers or correct disadvantages for reasons other than abilities.
- It applies to the four designated groups (Aboriginal peoples, persons with a disability, members of a visible minority group, and women).
- It applies to all federal departments and 400 of the largest federally regulated Canadian employers with 100 or more employees.
- The Canadian Human Rights Commission (CHRC) mandated by the EEA ensures compliance to the Act.
- The manager’s role is to establish and implement an employment equity plan based on the department’s goals.

For more information, refer to the departmental Employment Equity Intranet home page at <http://intranet.lbp/department/spd/sps/emplequ/menu-e.asp> or the Treasury Board Secretariat Employment Equity site: http://publiservice.tbs-sct.gc.ca/pubs_pol/hrpubs/tb_852/siglist_e.html