

EXECUTIVE SUMMARY

SUBJECT: Employment Equity Strategy

SITUATION

1. The Corporate Review identified some very specific targets for dealing with Employment Equity in the Department over the next years.

2. The Canadian Human Rights Commission indicated, following a review of our 1987 Employment Equity Report, under-utilization of designated group members (aboriginal people, persons with disabilities, visible minorities and women) in 10 occupational groups.

Although we have made significant progress, in particular for women in the Management Category, we are still under-represented for all designated groups.

3. The strategy outlined below for implementing the Employment Equity file of the Corporate Review should satisfy the CHRC ambitions for this Department as well.

HIGHLIGHTS

1. The new strategy by focusing on active measures will assist us to achieve the goals we have set. Problem areas that are addressed include:

- large scale recruitment activities that are not attracting the numbers and quality of target groups members expected,
- lack of advancement opportunities, career development and training for the clerical, secretarial and administrative services group,
- low level of awareness of managers on issues concerning designated group members, and
- bilingual requirements which have stifled the recruitment of aboriginal peoples and visible minorities.

Concrete activities to address some of these issues include:

- the creation of an Aboriginal Internship Program in the Department for the Foreign Service and Rotational Administrative Services groups,