

# Toronto District School Board

Policy P029

Title: **EMPLOYMENT EQUITY**

Adopted: June 23, 2004

Revised:

Reviewed: Spring 2006, March 2012

## 1.0 OBJECTIVE

To establish the Board's commitment to the development, implementation and maintenance of employment and promotion policies, practices and procedures that result in and sustain a workforce that, at all levels, reflects, understands and responds to a diverse population

## 2.0 RESPONSIBILITY

Chief Employee Services Officer

## 3.0 DEFINITIONS

*Affirmative action* means the development and implementation of positive measures with regard to all aspects of the employment of members of designated groups.

*Designated groups* Historically, *designated groups* refers to racial minorities, aboriginal peoples, women and persons with disabilities. For the purpose of this policy, persons who have experienced discrimination because of sexual orientation and socio-economic status are also included, as per the Board's Equity Foundation policy.

*Employment equity* A program designated to remove systemic barriers to equality of outcomes in all aspects of employment and which leads to equitable representation of designated groups at all levels of employment.

*Equality* The achievement of equal status in society in terms of access to opportunities, support, rewards and economic and social power for all without regard to age, gender, race, class, culture, faith, citizenship, disability, ethnic origin, family status, sexual orientation, gender identity, marital status or same sex partner.

*Equity* The provision of opportunities for equality for all by responding to the needs of individuals. Equity of treatment is not the same as equal treatment because it includes acknowledging historical and present systemic discrimination against identified groups and removing barriers, eliminating discrimination and remedying the impact of past discrimination.

#### **4.0 POLICY**

- 4.1. There shall be an ongoing commitment to the development and communication of the principles of Employment Equity throughout the Board (i.e. students, staff and community).
- 4.2. Equitable hiring, employment and promotion practices shall be applied.
- 4.3. Systemic barriers to equitable recruitment, selection, hiring, training and development, career counselling, transfer processes, performance assessment and promotion shall be identified and eliminated.
- 4.4. Outreach activities and affirmative action strategies (e.g., encouragement, mentoring, training and staff development) shall focus on designated groups in order to ensure that all levels of occupational groups within the Board achieve equitable representation.
- 4.5. Designated groups shall be the focus of employment and promotion strategies, but not to the exclusion of other groups.

#### **5.0 SPECIFIC DIRECTIVES**

The Director is authorized to issue operational procedures to implement this policy.

#### **6.0 REFERENCE DOCUMENTS**

Board Policy P.037: Equity Foundation

Commitments to Equity Policy Implementation