Employment Equity Audit: LR Symposium

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Workshop Description

➢ Why is it Important to do an Employment Equity Audit (EE Audit)?

➢ How to Engage a Third Party

➢ How to Implement Recommendations from the Audit

➢ How to Create an Action Plan

What is an employment equity Audit? - the "Why"

YRDSB - Commitment to Employment Equity

[YRDSB EMPLOYMENT EQUITY AUDIT](#)

The Benefits of an Employment Equity Audit

- Increased student success and well-being (from a diverse workforce)

- Strengthened confidence in public education

- Strengthened employee relations and confidence in School Board as an employer of choice

- Improved image as an employer of choice

- Improved employee job satisfaction, engagement and productivity

- Increased creativity and innovation

Overview

- Consultants retained to conduct an Employment Equity Audit

- Analysis of qualitative and quantitative data (Methodology)

Priority Areas

- Priority 1: Diversify the workforce at all levels

- Priority 2: Create more equitable policies and practices

- Priority 3: Create a more inclusive and welcoming work environment

- Priority 4: Strengthen the organization's equity infrastructure

Types of Barriers

- Systemic/Institutional Barriers

- Cultural Barriers

- Attitudinal Barriers

3 Main Components

1. Review of Policies and Regulations

2. Review of Recruitment and Selection Processes and Practices

3. Employee Perspectives: "Employee Engagement"

Employee Perspectives Survey

- Are our employment systems fair or perceived to be fair by our employees?

- Do our organizational practices and leadership behaviours differ from our policies and EDI commitment?

- Does our workplace make employees feel welcomed, valued and allow them to fully contribute?

Survey Themes

- Hiring Process

- Accommodations

- Work Environment

- Corporate Culture

Courageous Dialogue & Recommendations

- From theory to practical implementation

- Building shared understandings of core principles

- Navigating criticism and resistance

Questions/Comments