

## **Employment and Human Resources Toolkit**

## **Tool 14: Resources**

- 1. Public Service Commission, as an employer dealing with staffing in the federal public service, has developed tools on equitable staffing including:
  - Enhance fairness and reduce bias in the content of assessment tools <a href="https://www.canada.ca/en/public-service-commission/services/public-service-hiring-guides/enhance-fairness-reduce-bias-assessment-tools.html">https://www.canada.ca/en/public-service-commission/services/public-service-hiring-guides/enhance-fairness-reduce-bias-assessment-tools.html</a>
  - Guide for Assessing Persons with Disabilities
     https://www.canada.ca/en/public-service-commission/services/public-service-hiring-guides/guide-assessing-persons-disabilities.html
  - Fair assessment in a diverse workplace <u>https://www.canada.ca/en/public-service-commission/services/public-service-hiring-guides/Fair-assessment-diverse-workplace.html</u>
  - Employment Systems Review A Guide for the Federal Public Service
     <a href="https://www.canada.ca/en/public-service-commission/services/appointment-framework/guides-tools-appointment-framework/employment-systems-review-guide-federal-public-service.html">https://www.canada.ca/en/public-service-commission/services/appointment-framework/guides-tools-appointment-framework/employment-systems-review-guide-federal-public-service.html</a>
  - Employment Equity Leveraging Staffing Options for Hiring Managers <a href="https://www.canada.ca/en/public-service-commission/services/appointment-framework/employment-equity-leveraging-staffing-options-for-hiring-managers.html">https://www.canada.ca/en/public-service-commission/services/appointment-framework/employment-equity-leveraging-staffing-options-for-hiring-managers.html</a>
- 2. Canadian Human Rights Commission (CHRC) has factsheets on employment equity: <a href="https://www.employmentequitychrc.ca/en/factsheets">https://www.employmentequitychrc.ca/en/factsheets</a>
- Employment and Social Development Canada (ESDC) is responsible for the oversight of federal regulated private sector employers that fall under the Employment Equity Act. ESDC has developed tools for employers:
  - How to improve workplace equity: Evidence-based actions for employers <u>https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/reports/employers-improve-workplace.html</u>



- Employment Equity Tasks: Legislated Employment Equity Program <a href="https://equity.esdc.gc.ca/sgiemt-weims/emp/WeimsEET.jsp#00/">https://equity.esdc.gc.ca/sgiemt-weims/emp/WeimsEET.jsp#00/</a>
- 2016 Employment Equity Data <a href="https://publications.gc.ca/collections/collection\_2019/edsc-esdc/Em8-5-2016-eng.pdf">https://publications.gc.ca/collections/collection\_2019/edsc-esdc/Em8-5-2016-eng.pdf</a>
- Sample WFA Table from Employment and Social Development Canada's Workforce Analysis (WFA) Tools: <a href="https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/tools-resources/workforce-analysis.html">https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/tools-resources/workforce-analysis.html</a>
- 4. Municipal equity plans and tools:
  - City of Ottawa: Equity and Inclusion lens <a href="https://ottawa.ca/en/city-hall/creating-equal-inclusive-and-diverse-city/equity-and-inclusion-lens#section-f0ef0c5a-150c-450d-8255-772ef6f8d8e8">https://ottawa.ca/en/city-hall/creating-equal-inclusive-and-diverse-city/equity-and-inclusion-lens#section-f0ef0c5a-150c-450d-8255-772ef6f8d8e8</a>
  - City of Ottawa: Equity and Inclusion Lens Handbook https://documents.ottawa.ca/sites/documents/files/ei\_lens\_hb\_en.pdf
  - City of Toronto: Workforce Equity and Inclusion Plan <a href="https://www.toronto.ca/city-government/accessibility-human-rights/equity-diversity-inclusion/workforce-equity-inclusion-plan/">https://www.toronto.ca/city-government/accessibility-human-rights/equity-diversity-inclusion/workforce-equity-inclusion-plan/</a>