



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
<https://www.canada.ca/en/public-service-commission/services/public-service-hiring-guides/enhance-fairness-reduce-bias-assessment-tools.html>
 - 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
<https://www.canada.ca/en/public-service-commission/services/public-service-hiring-guides/Fair-assessment-diverse-workplace.html>
 - Employment Systems Review – A Guide for the Federal Public Service
<https://www.canada.ca/en/public-service-commission/services/appointment-framework/guides-tools-appointment-framework/employment-systems-review-guide-federal-public-service.html>
 - Employment Equity – Leveraging Staffing Options for Hiring Managers
<https://www.canada.ca/en/public-service-commission/services/appointment-framework/employment-equity-leveraging-staffing-options-for-hiring-managers.html>
2. Canadian Human Rights Commission (CHRC) has factsheets on employment equity: <https://www.employmentequitychrc.ca/en/factsheets>
3. 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
<https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/reports/employers-improve-workplace.html>



- Employment Equity Tasks: Legislated Employment Equity Program
<https://equity.esdc.gc.ca/sqiemt-weims/emp/WeimsEET.jsp#00/>
- 2016 Employment Equity Data
https://publications.gc.ca/collections/collection_2019/edsc-esdc/Em8-5-2016-eng.pdf
- Employer resources and tools on employment equity
<https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/tools-resources.html>
- Sample WFA Table from Employment and Social Development Canada's Workforce Analysis (WFA) Tools: <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/tools-resources/workforce-analysis.html>

4. Municipal equity plans and tools:

- City of Ottawa: Equity and Inclusion lens
<https://ottawa.ca/en/city-hall/creating-equal-inclusive-and-diverse-city/equity-and-inclusion-lens#section-f0ef0c5a-150c-450d-8255-772ef6f8d8e8>
- 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
<https://www.toronto.ca/city-government/accessibility-human-rights/equity-diversity-inclusion/workforce-equity-inclusion-plan/>