



Employment Diversity Policy

Issue Date:

Authority

The Crown Corporations Act, 1993

Applicability

This policy is applicable to CIC and all CIC subsidiary Crown corporations.

Purpose

Although CIC and Crown corporations have employment equity programs, some dating back to 1982, progress in the hire and retention of designated group members (women in underrepresented occupations, Aboriginal people, persons with disabilities and visible minorities) has been slow.

CIC and Crown corporations must assume a leadership role in human resource policy development, procedures and practices to ensure that the valuing workplace diversity approach encourages and promotes those potential employees.

Further, CIC and Crown corporations will be responsible for the reasonable accommodation of the differences and needs of employees so that each employee has the opportunity to contribute to his or her full potential. In order for the effect of management practices to be fair to all employees, it is recognized that the treatment of individuals may need to be different. Managers and functional team leaders will strive to manage employees' flexibility and will seek, encourage and support diversity.

Process

Diversity as a guiding philosophy should not be regarded as a human resource issue but rather as an integral component of everyday planning and operation of business. Crown corporations will be responsible for implementation of the Valuing Workplace Diversity Policy under CIC's Public Policy Initiative of the Balanced Scorecard. Corporate seriousness about the implementation of the diversity model must set up internal performance indicators holding their managers accountable, similar to the performance indicators for other business objectives.

Responsibility

The Vice President/Director, Human Resources is accountable for defining the corporate commitment to valuing diversity. All Vice Presidents/Directors are responsible for ensuring that this commitment is supported by the practices of their departments

Administration Information:

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Reviewed: June 15, 2015