



Advancing Employment Equity for Aboriginal Employees at the City of Toronto

By Staffing, Workforce Transition and Employment Equity Unit



Overview

- The City of Toronto is committed to a policy of fairness and equity in employment and services recognizing its obligations and responsibilities as an employer as well as its leadership role in the community. The citizens of Toronto are best served by a public service that reflects the diversity of the community which it serves.
- Human Resources has taken action to advance employment equity for four designated groups: Aboriginal Peoples, Women, Visible Minorities and Persons with Disabilities
- The city has made a number of commitments to support employment equity and diversity
 - Diversity and Positive Workplace Strategy
 - Three year Employment Equity Action Plan



Toronto Public Service People Plan

- **Planning Goals and Priorities from the People Plan**
 - Attracting and retaining a skilled, high performing and diverse workforce
 - Becoming a learning organization
 - Having safe and healthy workplaces
 - Having strong and effective leaders, and
 - Building a positive workplace culture



People Plan Strategies

- A number of strategies have been/are being developed to support the People Plan
 - Learning Strategy
 - Occupational Health and Safety Continuous Improvement Strategy
 - Recruitment and Retention Strategy
 - Diversity and Positive Workplaces Strategy



Advancing Employment Equity

- Three-year Employment Equity Action Plan
 - Workforce Survey in Spring 2010
 - Data and analysis
- Employment Equity Programs and Activities in 2010



1. EE Data on Aboriginal Employees

- Representation
- Distribution - across the TPS
- 17% increase in the representation of Aboriginal employees in non-union positions



b. Planning and Implementing Measures for Systemic Change . . . continued

- Initiatives:
 - Executive Development Program
 - Ongoing management and executive leadership training
 - Succession Planning
 - The Certificate in Public Administration
 - Mentorship
 - Policy Development
 - Training



Community Partners

- Recent outreach to Aboriginal organizations
- Metro Hall Employment Centre



Other Initiatives

- Local 416 Collective Agreement
- Joint Annual Equity Symposium: Local 79, Local 416, Toronto Public Service Human Resources Division



Moving Forward

- TPS Vision and Objectives
 - The People Plan
 - Diversity & Positive Workplace Strategy
 - Employment Equity Action Plan



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