

**RE:EX15.11**

# **Aboriginal Employment Strategy**

**Human Resources and Equity Diversity and  
Human Rights**

**May 2, 2016**



# Focus Areas of the Strategy

**Outreach And Making  
Connections  
Employment  
Education**

# Outreach And Making Connections

- Miziwe Biik – Aboriginal Employment and Training
- TESS – Toronto Employment & Social Services
- Royal Bank of Canada
- Children's Services
- Toronto Public Health
- Toronto Urban Fellows Program
- Nation Talk
- Equitek
- LinkedIn
- Career Fairs
- Ontario Human Rights Commission
- Various Aboriginal agencies

# Employment

## Opportunities

- Youth Employment Action Plan
- Motion to hire Aboriginal youth in Councillor's Offices
- Hiring opportunities in various divisions
- Urban Fellows Program
- Creating a special program

## Support

- Census data
- CYI data
- Aboriginal Employee Network
- Community of Practice
- Ontario Human Rights Commission
- Self - identification on applications to City



# Education

- Toronto Urban Fellows
- Needs Assessment Survey
- Human Rights – Special Program
- Individual Divisions educating staff
- Community awareness events
- Monday morning news
- Lunch and learn
- Acknowledgement of being on traditional territory of Aboriginal peoples before every council meeting.



# Questions

## Contact

Human Resources – Elizabeth Freedman  
[efreedm@toronto.ca](mailto:efreedm@toronto.ca)

Equity Diversity and Human Rights  
Mae Maracle - [mmaracle@toronto.ca](mailto:mmaracle@toronto.ca)