

March 11, 2010

ACTION REQUIRED

To: The Board of Governors of Exhibition Place

From: Dianne Young
Chief Executive Officer

Subject: **Employment Equity Policy**

Summary:

While the Board had adopted previous Human Resource policies that spoke to its commitment to a diverse workforce, on further review of these policies and discussions between City and Exhibition Place, this report is recommending the approval of a stand-alone Employment Equity Policy. This amended policy is the first step in the development of a strategy for Exhibition Place to foster an organizational culture that values employment equity and cultural diversity and which will include a voluntary workforce survey in 2010 in conjunction with the survey being undertaken by the City.

Financial Implications:

There are no negative financial implications to this report.

Recommendation:

It is recommended that the Board approve the attached Employment Equity Policy.

Decision History:

At its meeting of January 26 and 27, 2010, City Council approved a Diversity and Positive Workplace Strategy to advance the City's efforts to foster an organizational culture that values employment equity, cultural diversity, ethical behavior, anti-racism and positive, respectful workplace relationships and included a direction to staff to develop an action plan for employment equity for the period 2010 to 2012. One step in the City's action plan, is a workplace survey which is to be conducted in 2010.

As part of its 2009 - 2012 Strategic Plan, the Board committed to *Sustain a high-performing organization through alignment of people, processes and systems and through the recognition of our dedicated and excellent staff and particularly through the recruiting, development and retaining of a highly-skilled, diverse workforce.*

Issue Background:

The Board as part of its review and approval of Human Resource Policies in October 2006 adopted an Employment Equity Policy which addressed some of the principles of employment equity. Staff are now recommending that the Board adopt the revised Employment Equity Policy which is more reflective of the City Employment Equity policy

Comments:

Following the approval by Council in January 2010 of the Diversity and Positive Workplace Strategy, Exhibition Place staff contacted the City to learn more about the strategy and City direction. Certainly, as a major public exhibition facility within the City, it is important that our workforce reflect the people we serve and that our policies promote diversity.

As a result of the City discussions, Exhibition Place will become more involved in the City Strategy. As a first-step, a revised Employment Equity Policy has been drafted for approval. The goals of the City's Strategy and the Exhibition Place Policy are as follows:

- To have a workforce that reflects the diverse community of our City
- To have an inclusive and respectful workplace
- To have operational excellence because of our employee diversity
- To have a positive workplace culture

The next step to be taken will be the collaboration between Exhibition Place and the City to use the City's survey tool to conduct a voluntary workforce survey of Exhibition Place in 2010 to support the development of an equity program. The attached Policy speaks to the specifics of this workforce survey.

Contact:

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Submitted by:

Dianne Young
Chief Executive Officer



Employment Equity Policy

FORMERLY CALLED:	Employment Equity
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DATE OF ISSUANCE		

SUPERCEDES POLICY DATED		
October	16	2006

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The Board of Governors of Exhibition Place (the “Board”) is committed to a policy of fairness and full equity in employment and services in recognition of its obligations and responsibilities as an employer.

The Board will:

- hire and promote on the basis of merit and potential;
- compensate fairly according to the value of the work performed;
- set objectives for equitable representation;
- develop a proactive equity plan which will include special programs to support the objectives and mechanisms for measuring and monitoring outcomes and results;
- publicly report results through an annual report to the Board; and
- create a climate of understanding and mutual respect for the dignity of each individual.

Full equality will be achieved through the combined efforts of the Board, its employees, its unions, and the community. The Board will:

- undertake to educate and inform its employees on equity principles;
- provide equality of opportunity to all individuals, and identify and remove artificial and systemic barriers to full employment with respect to an employees' or potential employees' race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, age, record of offences, marital status, family status, disability and level of literacy;
- commit to principles of potential and merit as key criteria for hiring and promotion; will make the best use of the talents of all available workers regardless of their gender, sexual orientation, disability, racial status or Aboriginal status;
- ensure equitable compensation practices consistent with pay equity requirements;
- work with its employees, its unions and community organizations, representing women, racial minority people, people with disabilities, Aboriginal people and other groups, in the development of strategies and special initiatives to promote equity in the workplace;
- implement special programs and accommodation as required to assist specific groups of workers to overcome discrimination, and the barriers of systemic discrimination including a review of barrier removal (accommodation measures); supportive measures (retention, retraining, deployment); and positive measures (outreach);
- promote the development of proactive strategies by establishing qualitative and quantitative objectives specific to equity principles.

To support the implementation of the employment equity policy, the Board will engage in the following activities:

- conduct voluntary workforce employment equity surveys; and re-establish and maintain confidential employment equity databases in which: Equity-related information regarding designated group status is maintained in a confidential database.

Employment Equity Policy

- Use is restricted solely to staff who are authorised to engage in activities specifically related to the Board's achievement of equity in employment and services.
- Employee data on designated group status are used for monitoring participation rates, measuring and identifying outcomes, identifying outreach priorities and for responding to Ontario Human Rights Commission complaints.

Data are compiled through a voluntary survey conducted with employees and verified periodically for accuracy and changes, particularly with respect to disability status.

This policy covers all employees and prospective employees of the Board. This policy takes into account issues regarding protection of privacy and freedom of information.

Approved By: CEO & The Board of Governors of Exhibition Place