

Employment Equity: Equitable Recruitment, Hiring, Promotion and Placement Processes Aligned with Principles of Human Rights

What is our goal?

Our employment and promotion policies, procedures and practices result in a TDSB workforce that, at all levels, reflects, understands and responds to our diverse population.

How will we achieve it?

- Review and enhance recruitment practices to enable the hiring of Indigenous staff as well as staff representative of diverse communities
- Ensure that all of our employees have equitable opportunities for advancement, that their skills are valued and used appropriately, and that they have equitable access to available support for their professional development
- Review all hiring and promotion processes so that our commitment to equity is embedded in all processes
- Review and refresh demographic questionnaires from point of application, to point of hire, to point of promotion
- Analyze workforce census and employee wellness survey for follow up
- Provide professional learning to those who hire staff in TDSB so that our learning processes are fair, equitable and inclusive

How will we know we are successful?

- Quantitative data of new hires and promotions.
- Become one of Canada's "Best Diversity Employers."
- Staff Census data.