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# PERSONNEL AND EMPLOYEE RELATIONS

7000

## EQUITABLE EMPLOYMENT POLICY

7020

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1. Rationale

Lakehead District School Board (LDSB) promotes human rights and equity, and is committed to achieving a representative workforce that reflects the diversity in the province, to meet the needs of students.

Lakehead District School Board is committed to the recruitment, promotion, and retention of staff, providing the resources necessary to support LDSB's mission, vision, values, and strategic plans.

2. Policy

It is the policy of LDSB to develop, implement, and maintain equitable employment strategies, in order to eliminate barriers to full participation in employment and to engage a well-prepared and diverse workforce for the well-being and success of all students.

Hiring decisions are made by LDSB in accordance with applicable legislation, the Ontario Human Rights Code, and collective agreements.

3. Definitions

3.1 Equity - a condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences. It is about understanding historical and current day context of marginalized or identifiable groups and recognizing that barriers can arise from systemic discrimination.

3.2 Barriers - policies, procedures or practices that prevent equity of access and outcomes. They can be both systemic and individual.

3.3 Equitable Employment – involves the identification and removal of systemic barriers to equity of access and outcomes for designated groups in all aspects of employment.

3.4 Systemic Discrimination - policies, practices, or procedures, which have a negative impact on an identifiable group, whether or not that impact was intended, and which cannot be justified by job-relatedness or business necessity.

3.5 Discrimination - any form of unequal treatment based on a Human Rights Code ground, whether imposing extra burdens or denying benefits. It may be intentional or unintentional. It may involve direct actions that are discriminatory on their face, or it may involve rules, practices, or procedures that appear neutral but disadvantage certain groups of people.

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3.6 Designated groups – refers to four groups in the context of employment – Indigenous peoples (First Nation, Métis, and Inuit), people of colour or racialized people (“members of visible minorities”), persons with disabilities, and women. In addition, LDSB acts in accordance with 7030 Human Rights and Workplace Harassment policy to uphold human rights of persons from groups who may face barriers to equitable participation because of age, race, ancestry, creed, place of origin, ethnic origin, gender, gender expression, gender identity, disability, sex, sexual orientation, family status, marital status, and record of offences.

#### 4. Objectives

To recruit and retain a representative workforce, LDSB makes the following commitments.

- 4.1 Practices with respect to employment shall be conducted in accordance with the Ontario Human Rights Code, the Labour Relations Act, the Accessibility for Ontarians with Disabilities Act, Ministry of Education policies and guidelines, and other pertinent statutes, regulations, and contractual requirements that may be applicable.
- 4.2 Recruitment, selection, and promotional practices will be transparent, fair, consistent, equitable, and address bias. These efforts will include the development and implementation of a Conflict of Interest Policy.
- 4.3 Identify and address barriers faced by designated groups and other identifiable groups based on human rights grounds that can face discrimination in employment. Systemic barriers to equitable recruitment, selection, hiring, training and development, performance assessment, and promotion will be identified and eliminated.
- 4.4 Lakehead District School Board hires and promotes candidates based on qualifications, knowledge, skills, abilities, and experience. Bona fide occupational requirements and qualifications are considered in hiring decisions.
- 4.5 There shall be an ongoing commitment to the development and communication of the principles of equitable employment throughout the Board.
- 4.6 Workforce data will be collected to determine demographic representation.

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5. Review

This policy shall be reviewed in accordance with 2010 Policy Development and Review Policy.

<u>Cross Reference</u>	<u>Date Approved</u>	<u>Legal Reference</u>
1020 Equity and Inclusive Education	March 19, 1991	
7030 Human Rights and Workplace Harassment	<u>Date Revised</u>	
3100 Accessibility	February 25, 2014	
7021 Teacher Hiring	April 26, 2022	
7022 Conflict of Interest, Teacher Hiring		
7011 Teacher Performance Appraisal		
7060 Staff Training/Professional Development		
8065 Voluntary Aboriginal Staff Self-Identification		

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