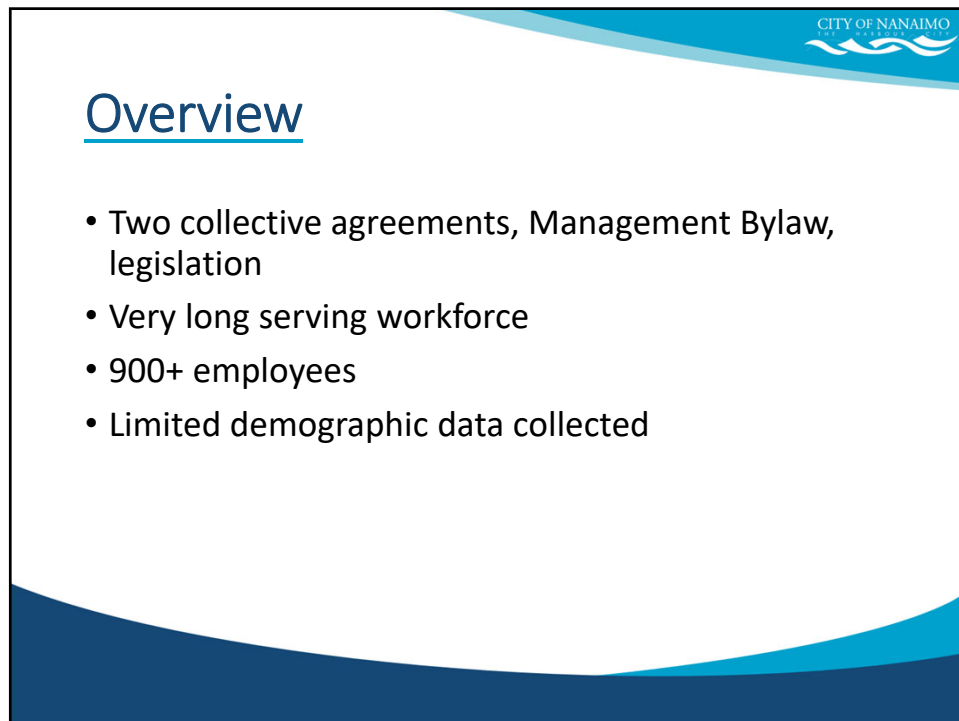


1



2

## Recruitment


- Internal: collective agreement language, job descriptions
- External: job descriptions
- *Bona fide* occupational requirements
- Seeking best qualified candidate for the job
- Postings – DEI statements/accommodation
- Structured interviews
- Job fairs

3

## Training Initiatives

- DEI training – staff can register for the training
- Indigenous Canada certification (U of A)
- Online Indigenous Awareness training
- 2SLGBTQIA+ awareness (multiple sessions) and 2SLGBTQIA+ inclusive service
- Department spin-offs
- Individual pro-d (department funded)


4



## Accommodations

- In the recruitment process
- For new employees
- For existing employees
  - Illness/injury
  - Religious
  - Family status

5



## Things we're working on

- Updating historic systems and documents
  - Personal pronouns
  - Collective agreements
- Developing DEI policy/adding to HR website
- Updating our messaging to external candidates
- Onboarding to include DEI

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