



Environment and  
Climate Change Canada

Environnement et  
Changement climatique Canada

# DIVERSITY, INCLUSION AND EMPLOYMENT EQUITY UPDATE

Presentation to the HRLMCC  
February 2022



Environment and Climate Change Canada's 50<sup>th</sup> anniversary  
50<sup>e</sup> anniversaire d'Environnement et Changement climatique Canada

Meteorological Service of Canada's 150<sup>th</sup> anniversary  
150<sup>e</sup> anniversaire du Service météorologique du Canada

Canada

# OVERVIEW

- 2021 DIEE accomplishments
- 2021-2024 DIEE Strategy overview
- Actions in the Strategy to be led by branch heads and senior management
- Employment Equity gaps as of December 31, 2021
- Next steps

# 2021 ACCOMPLISHMENTS

- ✓ [Established DM commitments for DIEE](#)
- ✓ Official launch of the [2021-2024 Diversity, Inclusion and Employment Equity Strategy](#)
  - ✓ Launched the Indigenous Director Development Program (IDDP)
  - ✓ Student Self-Identification data gathering
- ✓ Response to the Clerk's Call to Action
- ✓ Inuit Employment Plan:
  - ✓ Staffed 2 targeted positions and updated the plan to reflect recruitment goals for the remaining 3 targeted positions
  - ✓ Established an interdepartmental committee on recruiting in science and technology positions in the North, and ECCC will co-chair this committee in partnership with Polar Canada
  - ✓ Launched the IEP intranet page
- ✓ Indigenous Recruitment and Retention Strategy:
  - ✓ Reviewing strategy
  - ✓ Established the Indigenous Reconciliation Hub which provides information for employees on ECCC programming relevant to Indigenous Peoples, as well as access to Indigenous training, tools, and departmental networks

# 2021-2024 DIEE STRATEGY OVERVIEW

The 2021-2024 DIEE Strategy was developed through extensive consultations with employees (thought board), employee networks, unions and stakeholders, in addition to discussions at working groups and Leadership Council meetings on Diversity and Inclusion. The 2021-2024 DIEE Strategy is also aligned with the 2020-2021 Deputy Minister Commitments on Diversity and Inclusion and the Clerk of the Privy Council's *Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service*.

## **Strategy Outline:**

- Guiding principles
- Roles and responsibilities
- Measurement and accountability
  - Annual reporting on progress
- 20 point action plan and corresponding performance indicators on the following four pillars:
  1. Recruitment
  2. Employee Development and Retention
  3. Education and Awareness
  4. Governance Support

# ACTIONS IN STRATEGY TO BE LED BY BRANCH HEADS AND SENIOR MANAGEMENT

- Recruit qualified candidates at all levels (Executive Group recruitment is addressed under action #2) from across all regions of Canada (Action #1, fiscal year (FY) 21-24).
  - Branch heads have a mandatory annual detailed staffing plan to address Indigenous, Black and other racialized employees (visible minorities), and persons with disabilities, and women in science and technology gaps by occupational groups.
- For the Executive Group, recruit qualified Indigenous, Black and other racialized employees, and persons with disabilities (Action #2, FY 21-24).
- Branches will create and implement retention and development plans for Indigenous, Black and other racialized employees, and persons with disabilities (Action #9, FY 23-24).
- Senior management to facilitate discussions to address anti-racism (particularly anti-Black racism) and unconscious bias (Action #12, FY 21-24).
- Senior management will regularly engage with employee networks in senior management meetings (Action #19, FY 21-24).
- Review the Department's governance structure and funding on DI and anti-racism efforts (Action #20, FY 21-22).

# EMPLOYMENT EQUITY GAPS

AS OF DECEMBER 31, 2021

Source: EE Gaps on [HRSO Portal](#)

How to read this table:

- The numbers in **red** indicate areas where recruitment efforts are required to move towards being representative of the Canadian population.
- In addition, the numbers in **blue** (representation of 5 or less at the departmental level) may also be used as part of a justification for hiring an EE candidate.
- For confidentiality purposes, the number sign (#) indicates information that cannot be provided because of small employee population numbers.

		Departmental Gaps*			
		Femmes / Women	Autochtones / Indigenous People	Personnes en situation de handicap / Persons with disabilities	Minorités visibles / Visible minorities
EX	Direction / Executive	16	-5	14	6
<b>TOTAL</b>		16	-5	14	6
<b>SCIENTIFIQUE et PROFESSIONNEL / SCIENTIFIC &amp; PROFESSIONAL</b>					
BI	Sciences biologiques / Biological Sciences	7	1	-13	-35
CH	Chimie / Chemistry	3	0	-3	-11
EC	Économique et services de sciences sociales / Economics and social science services	152	5	-8	-64
EN-ENG	Génie et arpentage / Engineering and Land Survey	75	4	-16	-2
LS	Bibliothéconomie / Library Science	-1	1	0	-2
MT	Météorologie / Meteorology	10	7	-24	3
PC	Sciences physiques / Physical Sciences	341	-3	-40	144
SE-REM	Recherche scientifique / Scientific Research	0	0	0	1
SE-RES	Recherche scientifique / Scientific Research	-14	1	-13	-6
<b>TOTAL</b>		572	16	-118	29
<b>ADMIN et SERVICE EXTÉRIEUR / ADMIN. &amp; FOREIGN SERVICE</b>					
AS	Services administratifs / Administrative Services	55	10	1	40
CO	Commerce / Commerce	#	#	#	#
FI	Gestion des finances / Financial Administration	21	-1	-11	6
IS	Gestion d'information / Information Services	9	2	-1	-2
IT	Gestion de l'information / Information Management	-2	3	-14	10
PE	Gestion du personnel / Personnel Administration	15	6	7	5
PG	Achat et approvisionnement / Purchasing and Supply	2	1	2	4
PM	Admin. des programmes / Programme Administration	36	-1	-2	8
<b>TOTAL</b>		132	19	-18	71

# EMPLOYMENT EQUITY GAPS - CONT.

AS OF DECEMBER 31, 2021

Source: EE Gaps on [HRSO Portal](#)

How to read this table: <ul style="list-style-type: none"> <li>The numbers in <b>red</b> indicate areas where recruitment efforts are required to move towards being representative of the Canadian population.</li> <li>In addition, the numbers in <b>blue</b> (representation of 5 or less at the departmental level) may also be used as part of a justification for hiring an EE candidate.</li> <li>For confidentiality purposes, the number sign (#) indicates information that cannot be provided because of small employee population numbers.</li> </ul>		Departmental Gaps*			
		Femmes / Women	Autochtones / Indigenous People	Personnes en situation de handicap/ Persons with disabilities	Minorités visibles / Visible minorities
<b>TECHNIQUE / TECHNICAL</b>					
EG	Soutien technique & scientifique / Engineering Support	-26	-5	-11	-48
EL	Électronique / Electronics	-1	0	1	0
GT	Technicien divers / General Technical	-3	3	-9	-4
<b>TOTAL</b>		-30	-1	-19	-53
<b>SOUTIEN ADMINISTRATIF / ADMINISTRATIVE SUPPORT</b>					
CR	Commis aux écritures et aux règlements / Clerical & Regulatory	8	0	-2	3
<b>TOTAL</b>		8	0	-2	3
<b>EXPLOITATION / OPERATIONAL</b>					
GL-ELE	Manœuvre et hommes de métier / General Labour and Trades	#	#	#	#
GL-MAN	Manœuvre et hommes de métier / General Labour and Trades	#	#	#	#
GL-MST	Manœuvre et hommes de métier / General Labour and Trades	#	#	#	#
GL-PCF	Manœuvre et hommes de métier / General Labour and Trades	#	#	#	#
GL-PIP	Manœuvre et hommes de métier / General Labour and Trades	#	#	#	#
GL-COI	Manœuvre et hommes de métier / General Labour and Trades	#	#	#	#
GS-FOS	Services divers / General Services	#	#	#	#
GS-STs	Services divers / General Services	-3	0	3	2
GS-MPS	Services divers / General Services	#	#	#	#
<b>TOTAL</b>		-3	-2	3	1
<b>ÉCARTS TOTAUX PAR GROUPE DÉSIGNÉ / GAP TOTALS BY DESIGNATED GROUP</b>		<b>706</b>	<b>23</b>	<b>-137</b>	<b>54</b>

# NEXT STEPS

- Branch heads to continue to provide weekly updates at EMC on DIEE
- Issue PSES analysis results: Diversity and Inclusion and Employment Equity groups
- Establish new DIEE Strategy Implementation Task Force
- Branch-specific messages from branch heads to their employees with tailored priorities
- DI pledge signed by all employees
- DIEE guest speaker at EMC
- Special Executive Leadership Council on DI
- DI Fund is being renewed to support activities and initiatives across the Department
- 2 permanent resources will be hired to help support network functions
- Mid-year and end of year dashboards to report on progress of DIEE Strategy
- Review DIEE governance structure