

Enhancing Diversity And Inclusion At The MSC

**Meteorological Service of Canada
Labour Management Consultation
Committee
January 27, 2021**



Environment and Climate Change Canada's 50th anniversary
50^e anniversaire d'Environnement et Changement climatique Canada
Meteorological Service of Canada's 150th anniversary
150^e anniversaire du Service météorologique du Canada



Environment and
Climate Change Canada

Environnement et
Changement climatique Canada

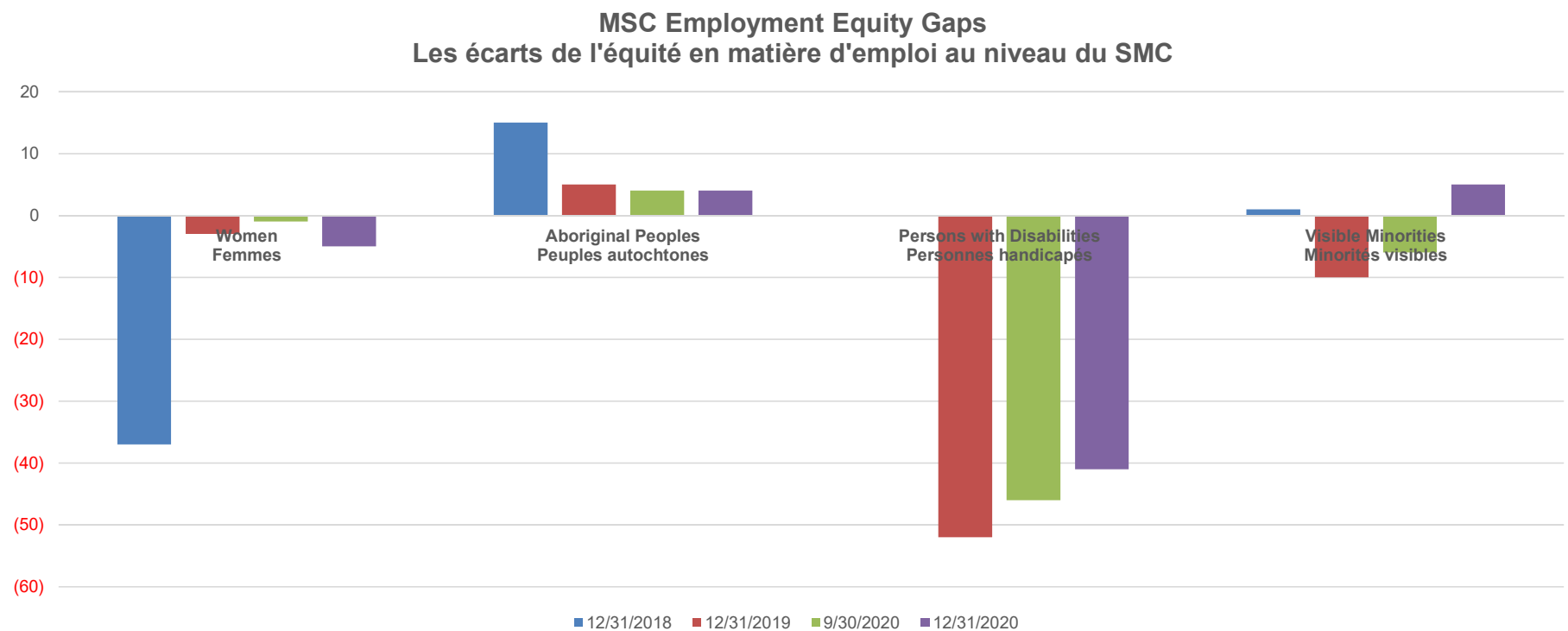
Canada

In recent years, diversity and inclusion have repeatedly emerged as important themes...

- International, national and local events are sober reminders of key disparities and ongoing gaps in achieving a truly inclusive and anti-racist society
- Fostering diversity and inclusion continues to be a key priority for the public service
 - [Call to Action on Anti-Racism, Equity, and Inclusion in the Federal Public Service](#) (2021)
 - [27th Annual Report to the Prime Minister on the Public Service of Canada](#) (2020)
 - [Building a Diverse and Inclusive Public Service – Joint Union-Management Task Force](#) (2017)

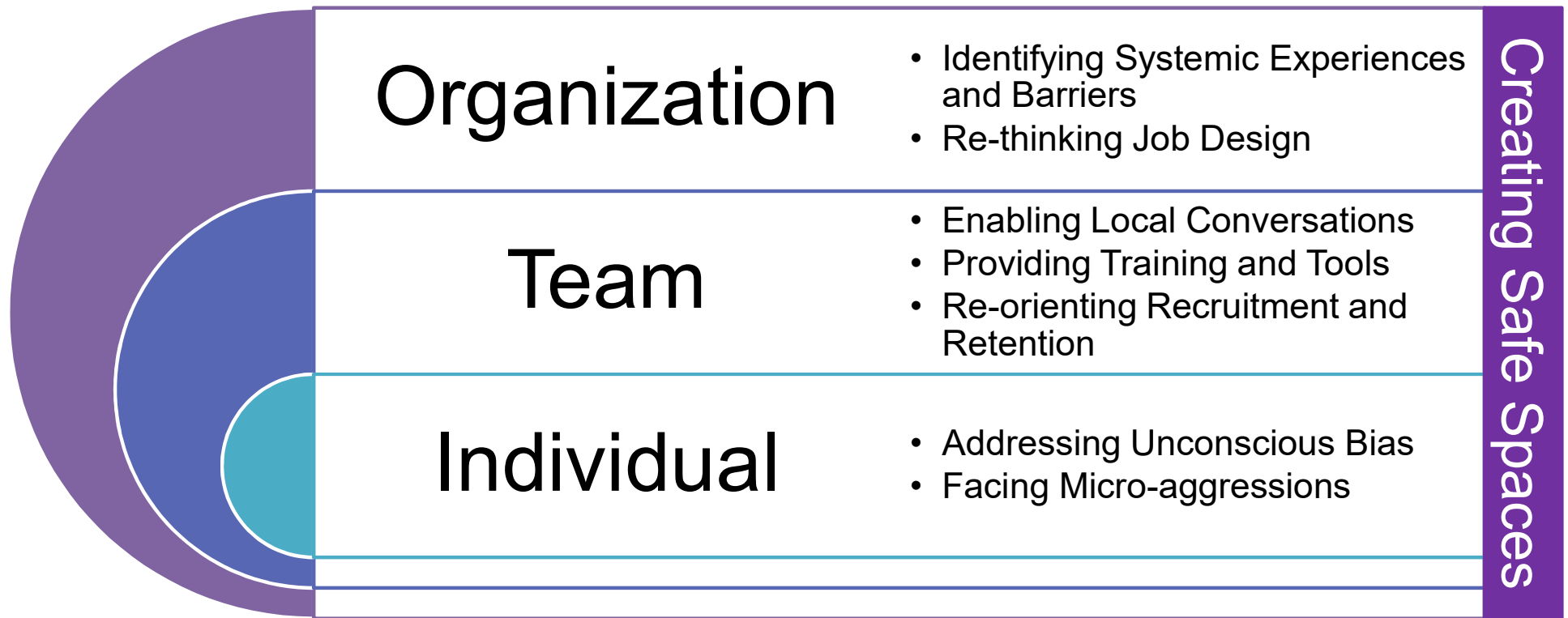
We've talked about this many times over many years.
How will we truly make a lasting difference?

Greater momentum is needed to bridge the gaps and to look beyond traditional EE categories...

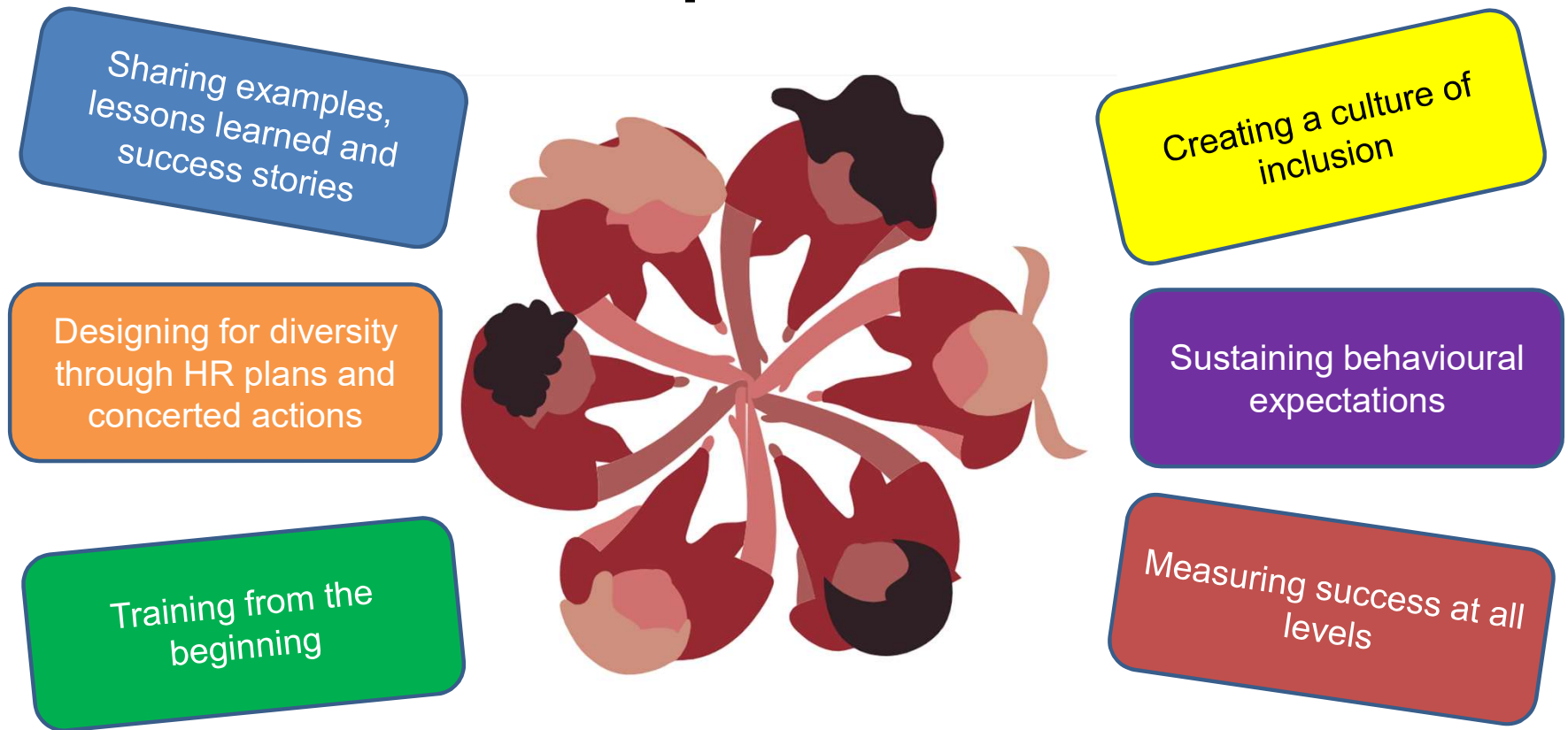


Data source: ECCC Human Resources Statistics Overview Portal: [HRSO Portal \(ec.gc.ca\)](https://ec.gc.ca/hrso)

Fostering diversity and inclusion at every level requires deliberate effort and commitment...



Insights are emerging continuously to help inform a path forward...



Potential actions for consideration

- Create Branch-wide team to support D&I efforts – promoted via message to all-staff and to departmental staff networks, LMCC union representatives
 - Create whiteboard and complementary mechanisms to collect systemic experiences and barriers from MSC staff
 - Collect feedback, produce summary, provide as a tool for managers to hold local discussions and identify local actions
 - Promote tools and training
 - CSPS Respectful and Inclusive Workplace placemat
 - JLP Training sessions from Mental Health Team – Stress, Mental Health, resilience and more...
 - Host series of open discussion workshops where staff can share best practices and tools
 - Identifying barriers
 - Dealing with microaggressions
 - Fostering safe spaces (manager training)
 - Re-thinking job design – possible contract in 2021-2022
 - Consolidate learnings into a MSC Diversity and Inclusion Strategy, as part of a refreshed People Plan
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Questions for discussion

- How can we best co-create a path forward towards meaningful progress?
 - What are some initial thoughts and reactions to the potential actions being proposed?
 - How will we measure success?
 - What other aspects should be considered?
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Annex 2018

Environment and Climate Change Canada – Environnement et Changement climatique Canada Branch Level Employment Equity Gaps / Les écarts de l'équité en matière d'emploi au niveau de la direction générale As of December 31, 2018 / en date du 31 décembre 2018

Meteorological Service of Canada / Service météorologique du Canada		Gaps / Les écarts			
		Women / Femmes	Aboriginal Peoples / Autochtones	Persons with disabilities / Personnes handicapées	Visible minorities / Minorités visibles
EX	Executive / Direction	-2	-1	1	0
SCIENTIFIC & PROFESSIONAL / SCIENTIFIQUE & PROFESSIONNEL					
EN-ENG	Engineering and Land Survey / Génie et arpentage	5	2	-1	2
EC	Economics and social science services / Économique et services de sciences sociales	4	0	-1	-2
MT	Meteorology / Météorologie	-17	6	-7	-13
PC	Physical Sciences / Sciences physiques	30	-2	-4	39
ADMIN. & FOREIGN SERVICE / ADMIN. & SERVICE EXTÉRIEUR					
AS	Administrative Services / Services administratifs	7	1	5	7
CS	Computer Systems Administration / Gestion des systèmes d'ordinateurs	-1	0	2	0
PM	Programme Administration / Admin. des programmes	-1	0	0	-1
TECHNICAL / TECHNIQUE					
EG	Engineering and Scientific Support / Soutien technique & scientifique	-62	9	5	-29
EL	Electronics / Électronique	-1	0	0	-1
GT	General Technical / Technicien divers	#	#	#	#
ADMINISTRATIVE SUPPORT / SOUTIEN ADMINISTRATIF					
CR	Clerical & Regulatory / Connaiss. aux écritures et aux règlements	1	0	0	-1
OPERATIONAL / EXPLOITATION					
GL-MAN	General Labour and Trades / Manœuvre et hommes de métier	#	#	#	#
GS-BUS	General Services / Services divers	#	#	#	#
GS-FOS	General Services / Services divers	#	#	#	#
GAP TOTALS BY DESIGNATED GROUP / LES ÉCARTS TOTAUX PAR GROUPE DÉSIGNÉ		-37	15	0	1

Source:

Availability estimates provided by TBS and based on 2011 National Household Survey (NHS) and Canadian Survey on Disability (CSD) / Estimations de la disponibilité de la population active fournies par le SCT et basées sur l'Enquête nationale auprès des ménages (ENM) de 2011 et l'Enquête canadienne sur l'incapacité (ECI)

Notes:

1. Totals may not equal the sum of components due to rounding / Les sommes peuvent ne pas refléter le total des catégories en raison de l'arrondissement des chiffres

Annex 2019

Environnement et Changement climatique Canada – Environment and Climate Change Canada Les écarts de l'équité en matière d'emploi au niveau de la direction générale / Branch Level Employment Equity Gaps en date du 31 déc 2019 / as of Dec 31, 2019

Service météorologique du Canada / Meteorological Service of Canada					
		Les écarts / Gaps			
		Femmes / Women	Autochtones / Aboriginal Peoples	Personnes handicapées / Persons with disabilities	Minorités visibles / Visible minorities
EX	Direction / Executive	-1	-1	1	-1
SCIENTIFIQUE & PROFESSIONNEL / SCIENTIFIC & PROFESSIONAL					
EN-ENG	Génie et arpentage / Engineering and Land Survey	5	1	-4	0
EC	Économie et services de sciences sociales / Economics and social science services	4	0	-2	-4
MT	Météorologie / Meteorology	11	5	-27	0
PC	Sciences physiques / Physical Sciences	33	-2	-12	44
ADMIN. & SERVICE EXTÉRIEUR / ADMIN. & FOREIGN SERVICE					
AS	Services administratifs / Administrative Services	9	0	0	6
CS	Gestion des systèmes d'ordinateurs / Computer Systems Administration	-2	-1	-1	1
PM	Admin. des programmes / Programme Administration	1	0	-1	-2
TECHNIQUE / TECHNICAL					
EG	Soutien technique & scientifique / Engineering Support	-63	3	-4	-51
EL	Électronique / Electronics	-1	0	-1	-1
GT	Technicien divers / General Technical	#	#	#	#
SOUTIEN ADMINISTRATIF / ADMINISTRATIVE SUPPORT					
CR	Commis aux écritures et aux règlements / Clerical & Regulatory	1	0	-1	-2
EXPLOITATION / OPERATIONAL					
GL-MAN	Manœuvre et hommes de métier / General Labour and Trades	#	#	#	#
GS-BUS	Services divers / General Services	#	#	#	#
GS-FOS	Services divers / General Services	#	#	#	#
LES ÉCARTS TOTAUX PAR GROUPE DÉSIGNÉ / GAP TOTALS BY DESIGNATED GROUP		-3	5	-52	-10

Source:

Estimations de la disponibilité de la population active fournies par le SCT et basées sur l'Enquête nationale auprès des ménages (ENM) de 2016 et l'Enquête canadienne sur l'incapacité (ECI) / Availability estimates provided by TBS and based on 2016 National Household Survey (NHS) and Canadian Survey on Disability (CSD)

Notes:

1. Les sommes peuvent ne pas refléter le total des catégories en raison de l'arrondissement des chiffres / Totals may not equal the sum of components due to rounding

Annex 2020

Environnement et Changement climatique Canada – Environment and Climate Change Canada Les écarts de l'équité en matière d'emploi au niveau de la direction générale / Branch Level Employment Equity Gaps en date du 31 déc 2020 / as of Dec 31, 2020

Service météorologique du Canada / Meteorological Service of Canada					
		Les écarts / Gaps			
		Femmes / Women	Autochtones / Aboriginal Peoples	Personnes handicapées / Persons with disabilities	Minorités visibles / Visible minorities
EX	Direction / Executive	-2	-1	0	-1
SCIENTIFIQUE & PROFESSIONNEL / SCIENTIFIC & PROFESSIONAL					
EN-ENG	Génie et arpentage / Engineering and Land Survey	6	0	-6	-4
EC	Économique et services de sciences sociales / Economics and social science services	2	0	0	-2
MT	Météorologie / Meteorology	14	4	-22	4
PC	Sciences physiques / Physical Sciences	32	-2	-11	47
ADMIN. & SERVICE EXTÉRIEUR / ADMIN. & FOREIGN SERVICE					
AS	Services administratifs / Administrative Services	8	-1	0	8
CS	Gestion des systèmes d'ordinateurs / Computer Systems Administration	-4	-1	-2	0
PM	Admin. des programmes / Programme Administration	1	0	1	0
TECHNIQUE / TECHNICAL					
EG	Soutien technique & scientifique / Engineering Support	-64	5	-2	-45
EL	Électronique / Electronics	0	0	1	0
GT	Technicien divers / General Technical	#	#	#	#
SOUTIEN ADMINISTRATIF / ADMINISTRATIVE SUPPORT					
CR	Commis aux écritures et aux règlements / Clerical & Regulatory	2	0	0	-2
EXPLOITATION / OPERATIONAL					
GL-MAN	Manœuvre et hommes de métier / General Labour and Trades	#	#	#	#
GS-BUS	Services divers / General Services	#	#	#	#
GS-FOS	Services divers / General Services	#	#	#	#
LES ÉCARTS TOTAUX PAR GROUPE DÉSIGNÉ / GAP TOTALS BY DESIGNATED GROUP		-5	4	-41	5

Source:

Estimations de la disponibilité de la population active fournies par le SCT et basées sur l'Enquête nationale auprès des ménages (ENM) de 2016 et l'Enquête canadienne sur l'incapacité (ECI) / Availability estimates provided by TBS and based on 2016 National Household Survey (NHS) and Canadian Survey on Disability (CSD)

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12/01/2021