



2021-2024 Diversity, Inclusion and Employment Equity Strategy At a Glance

This at a glance document is an abbreviated version of the 20 actions outlined in the [2021-2024 Diversity, Inclusion and Employment Equity Strategy](#) ([accessible version of the Strategy](#)) that ECCC has committed to achieving over the next 3 years.

Purpose

To support and continue to build a diverse workforce with a broader perspective which will benefit all of our work – our scientific work, our policy and program development, and our ability to serve Canadians.



Incentive

“Organizations with inclusive cultures are three times more likely to be high-performing, six times more likely to be innovative and agile, and eight times more likely to achieve better business outcomes.”

Kim Lessley (Forbes, “Fostering An Inclusive Culture Is A Business Imperative, Not A Trend”, 2018)



Vision

ECCC is a model organization fostering an inclusive, healthy and respectful workplace where a diverse workforce that is reflective of the Canadian population can achieve excellence.

Mission

To be a diverse and inclusive workplace that allows all employees to participate fully within their teams, promotes collaboration, encourages communication, accepts and respects individual differences, treats others with dignity and fairness, and is intolerant of harassment and discrimination.

Strategic Outcomes

- **Increase representation** for all groups to address existing representation gaps, keep up with changing demographics and continue to build a talented ECCC workforce that fully reflects Canada’s diversity.
- **Bring about a culture change** to improve the workplace by creating and fostering an inclusive, respectful and healthy environment where employees feel engaged, supported and able to contribute, and where differences are embraced.
- Create and maintain a positive and accommodating workplace that is nurtured with trust, honesty and fairness and that **does not tolerate harassment, racism and discrimination.**

Guiding Principles

- **Evergreen** – the Strategy is a living document that will be adjusted as needed to ensure that ECCC remains responsive to internal and external changing needs and priorities with a desire for continuous improvement. The outcomes from the reviews of the Employment Equity Act and the Public Service Employment Act are two key examples that will influence the Strategy.
- **Informed by data** – the Strategy leverages data analytics to inform decisions and measure success.
- **Transparency and reporting** – implementation of the Strategy will be monitored and progress will be tracked and reported on annually.



Each of us has the responsibility to contribute to the success of the strategy by increasing our personal awareness, reflecting on our unconscious biases, behaving in a respectful manner and addressing inappropriate behaviors, and participating in activities or networks that promote a culture of diversity and inclusion

The Strategy is governed by leadership and accountability, and will be assessed through performance measurement, monitoring and reporting through an annual dashboard.

20 Point Action Plan

Diversity A diverse ECCC is representative of, and reflects, all people in Canada, at all levels.		Inclusion An inclusive ECCC is fair, equitable, supportive, welcoming and respectful. It builds on a culture of care and respect that helps to remove barriers and retain employees.	
Recruitment	Employee Development and Retention	Education and Awareness	Governance Support
<ol style="list-style-type: none"> 1. Recruit qualified candidates at all levels from across all regions of Canada 2. For the Executive Group, recruit qualified Indigenous, Black and other racialized employees, and persons with disabilities 3. Recruit qualified students from diverse backgrounds through various outreach activities 4. Use existing pools to appoint qualified candidates from employment equity groups 5. Further equip hiring managers and human resources advisors to support recruitment efforts and ensure diverse selection boards whenever feasible 	<ol style="list-style-type: none"> 6. Pilot an approach to support the development of the second official language of Indigenous, Black and other racialized employees, and persons with disabilities 7. Launch and grow the <i>Indigenous Director Development Program</i>, including creating opportunities for sponsorship and mentoring 8. Develop and implement the <i>Director Development Program</i> to include Black and other racialized employees, and persons with disabilities, including creating opportunities for sponsorship and mentoring 9. Branches will create and implement retention and development plans for Indigenous, Black and other racialized employees, and persons with disabilities 	<ol style="list-style-type: none"> 10. Explore and implement opportunities to increase employee awareness in diversity, inclusion and employment equity (DIEE) such as cultural competence and behaviour changes 11. Mandatory training for managers and employees on the prevention, recognition and elimination of harassment and discrimination, and on anti-racism 12. Senior management to facilitate discussions to address anti-racism and unconscious bias 13. Management to support and encourage employees to join an employee network and participate in activities 14. Provide regular communication on DIEE initiatives and resources to all employees 15. Further promote the Positive Space Initiative training across the Department (National Capital Region and regions) 16. Self-identification Awareness Campaign to increase representation 	<ol style="list-style-type: none"> 17. Create one or more permanently funded positions to support networks in managing various activities 18. Dedicate funding for network and departmental diversity and inclusion (DI) activities 19. Senior management will regularly engage with employee networks in senior management meetings 20. Review the department's governance structure and funding on DI and anti-racism efforts

We must continuously strive towards creating a more diverse and inclusive workplace together.

THE TIME TO ACT IS NOW!