

PERSONNEL

Equitable Recruitment

Introduction

The DDSB demonstrates its commitment to embracing and valuing equity and diversity by ensuring that equitable access and practices are reflected in our policies and programs to create an inclusive environment where all stakeholders have a sense of belonging.

1.0 Goals

- 1.1 The Board will make every effort to identify and remove discriminatory biases and systemic barriers that may limit the opportunities of individuals for employment, mentoring, retention, promotion, and succession planning in all Board and school positions, including those groups that have traditionally been and/or are currently marginalized within our society.
- 1.2 The Board and school principals will implement strategies to attract and retain a staff that reflects the diversity within the region and that is capable of understanding and responding to the experiences of the diverse communities within the Board's jurisdiction.

2.0 Principles for Equitable Recruitment

- All applicants will experience a hiring process that is accessible, fair, consistent and transparent, regardless of the position that is sought
- Tools, training and processes are in place to mitigate bias in the recruitment process
- The DDSB employee cohorts will increasingly reflect the communities that are served by the DDSB
- Job competitions are conducted within the parameters of the Collective Bargaining Agreements where applicable.
- The Equitable Recruitment Framework guidelines will be reflected in all aspects of the organization, for every job competition.
- Human Resources Services will be a resource to the organization to train, support, model and monitor for coherence and alignment with the framework expectations.
- Processes and actions undertaken by all employees who are in a position to hire staff will comply with Ontario Human Rights Code legislation.

Appendix:

None

Effective Date

2017-05-15

Amended/Reviewed

