



DURHAM DISTRICT SCHOOL BOARD

EQUITABLE RECRUITMENT FRAMEWORK



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To recruit, develop, support and inspire employees through positive, reliable, and respectful customer service and equitable practices in pursuit of high quality public education.

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DELIVERABLES

- The DDSB employee cohorts will increasingly reflect the communities that are served by the DDSB.
- All applicants will experience a recruitment 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.
- 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 Resource 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 Legislation.

