Employment Systems Review Action Plan 2015 - 2020

Phase One

Policy Framework

Refining
Human Resources and Access and Equity are updating and clarifying language within existing policies and procedures to reflect inclusive practices. *2015*

Enhancing
Human Resources staff is reviewing current hiring systems and applying an "equity lens" to ensure that City processes reflect the best practices in equity and inclusion
2015 and ongoing

Developing
Policies, procedures, scripts and guides are being developed to further support inclusion and equity objectives and to ensure that the City of Hamilton remains in compliance with all related legislation
2015 and ongoing

Phase Two

Corporate Culture

Engaging
The City will be increasing engagement through stronger communications, developing employees, ensuring inclusive practices, engagement surveys, and providing support where needed
2015-2018

Learning
The City will build awareness and greater knowledge of policies, programs and processes and how they contribute to inclusion and equity within the workforce. Supports will also be developed for management
2015-2018

Building
The City will continue to build an inclusive and equitable work environment that is supported by corporate culture pillars
2015-2018

Phase Three

Leadership and Organizational Change

Strategizing
A workforce diversity strategy to be developed with targeted programs to increase inclusion of underrepresented groups in hiring and employment with the City of Hamilton. *2016-2020*

Measuring
To be able to determine success in efforts, the city must reassess the composition of the workforce through a second census and develop a data collection and reporting system. *2016-2020*

Changing
The City will set targets and develop a change management plan to ensure that the goals of the diversity strategy are realized. *2016-2020*

To begin in 2016; additional resources required

Ongoing. Component of Corporate Culture Initiative; additional or reallocation of resources needed

Immediate actions, ongoing management within existing budgets