

**EMPLOYMENT SYSTEMS
REVIEW
Summary of Findings**



City of Hamilton
June 2015

A stylized silhouette of a city skyline with various building shapes in shades of blue and grey, positioned at the top of the slide.

PURPOSE

The review focused on:

- Achieving compliance with the AODA employment standards
- Achieving the outcomes of the *Equity and Inclusion Policy*
- Goals identified in the Workforce Census
- Strategies that will assist the City in achieving a workforce representative of the community served with particular focus on the under-served communities



OUTCOMES

- Detailed understanding AODA compliance issues
- Confirmation that City of Hamilton has:
 - Strong human resource policies and practices
 - Human rights, access and equity infrastructure
- A Roadmap to guide how to advance the Equity and Inclusion Policy



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



Current Initiatives

AODA Compliance - Framework (Phase 1)

- All City Policies reviewed through Equity lens
- Release of Accommodation Policies and Procedures

Corporate Awareness & Education – Culture (Phase 2)

- Continued employee and management training
- Launch of the Equity & Inclusion Campaign



Advancing Principles of E & I Policy

Purpose of the Campaign:

- To support implementation of E & I Policy & the AODA 2005 ; to foster an inclusive & supportive workplace & corporate culture
- To underscore the importance of Equity, Inclusion, Diversity and Public Engagement as core values of a vibrant & harmonious city



Advancing Principles of E & I Policy

- To convey imperatives of equitable and Inclusive treatment for all
- Accessibility, Equity , Inclusion and Diversity leveraged as strategic assets – attracting talent
- To inspire confidence & trust from residents

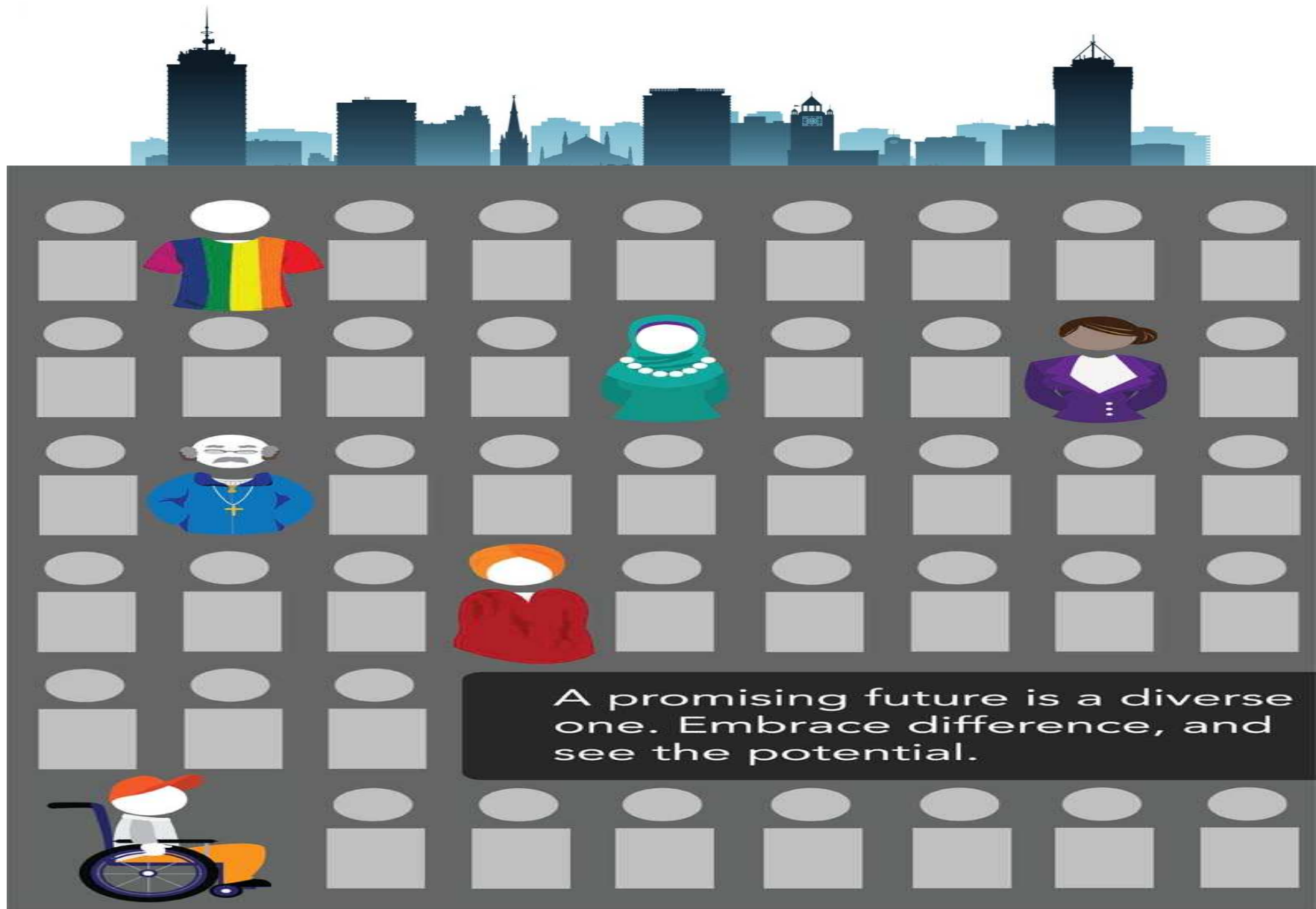


WELCOME TO HAMILTON
CITY LIMITS: NONE
POPULATION: DIVERSE
OPPORTUNITIES: ENDLESS

ACCESS &
EQUITY



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QUESTIONS?