**Transcript**

Video: [HRC SmartShop Hiring 5,000 new persons with disabilities by 2025 20230920 - YouTube](https://www.youtube.com/watch?v=hFz8mwicaQA)

0:0:0.0 --> 0:0:0.950  
Harkness, Bradley  
So good afternoon everyone.

0:0:0.960 --> 0:0:1.770  
Harkness, Bradley  
My name is Brad Harkness.

0:0:1.780 --> 0:0:8.70  
Harkness, Bradley  
I'm the head of HR at the office of the Secretary to the Governor General and a member of the HRC Executive Committee.

0:0:8.120 --> 0:0:13.270  
Harkness, Bradley  
And I'm also have the new privilege of Co chairing the small departments and agencies Personnel Advisory Group.

0:0:13.940 --> 0:0:26.690  
Harkness, Bradley  
So allow me to start today by acknowledging the land I'm on is the traditional unceded territory of the gong, the Algonquin Anishinaabe people, and that virtual participants today are gathered on many sacred lands and traditional territories.

0:0:27.870 --> 0:0:40.770  
Harkness, Bradley  
My pleasure to moderate today's English session of the HR Council Smart Shop on hiring 5000 new persons with disabilities by 2025, organized in collaboration with the Public Service Commission and the Office of the Public Service.

0:0:40.780 --> 0:0:41.250  
Harkness, Bradley  
Accessibility.

0:0:42.410 --> 0:0:43.580  
Harkness, Bradley  
Uh at TBS.

0:0:43.750 --> 0:1:8.30  
Harkness, Bradley  
The objective of today's session is to provide HR practitioners with concrete tools, guidance and resources to help attract and hire persons with disabilities by taking advantage of existing guidance tools and recruitment solutions, leveraging best practices and lessons learned from previous or existing recruitment initiatives and programs, and by maximizing flexibilities and supporting hybrid by design with effective workplace accommodation processes.

0:1:9.350 --> 0:1:11.170  
Harkness, Bradley  
A few reminders before we begin, though.

0:1:11.530 --> 0:1:13.670  
Harkness, Bradley  
Today's session is being recorded, as Lynn said.

0:1:13.680 --> 0:1:16.60  
Harkness, Bradley  
The recording may be shared for learning purposes.

0:1:16.520 --> 0:1:23.780  
Harkness, Bradley  
The chat and virtual hands features are thus disabled and we thank you in advance for closing your microphones and cameras.

0:1:24.430 --> 0:1:29.150  
Harkness, Bradley  
If you wish, you may activate the live closed captioning at the top right corner of your screen as well.

0:1:29.990 --> 0:1:35.750  
Harkness, Bradley  
And as a reminder, the agenda and PowerPoint presentations have been posted on the HR Council GC Xchange page.

0:1:36.810 --> 0:1:45.300  
Harkness, Bradley  
Please note that you will be able to pose your questions at the very end of the session anonymously using the Q&A function in MS Teams or via the HR Council generic mailbox.

0:1:46.530 --> 0:1:55.720  
Harkness, Bradley  
Although we may not have time to respond to all questions, all comments and questions will be useful in preparing for future smartshops or in building or adapting tools for the community.

0:1:58.20 --> 0:2:2.690  
Harkness, Bradley  
So, without further ado, we'll go to our first topic, resources to help attract and hire persons with disabilities.

0:2:3.140 --> 0:2:8.530  
Harkness, Bradley  
Let's begin with an overview of the Public Service Commission's resources to help attract and hire persons with disabilities.

0:2:8.870 --> 0:2:14.570  
Harkness, Bradley  
So I will now turn the floor over to Erin Thompson, Assistant Director, National Recruitment Directorate at the PSC.

0:2:14.880 --> 0:2:15.390  
Harkness, Bradley  
Welcome, Aaron.

0:2:15.400 --> 0:2:15.800  
Harkness, Bradley  
And over to you.

0:2:17.140 --> 0:2:24.730  
Erin Thompson  
Thank you, Brad, and thank you for having us here today to talk about the tools in place to recruit and hire persons with disabilities.

0:2:25.240 --> 0:2:40.970  
Erin Thompson  
So as all of you may know, a back in February 2023, deputy ministers received letters with individual departmental representation rates and hiring goals for persons with disabilities, as well as individual.

0:2:41.20 --> 0:2:48.130  
Erin Thompson  
Sorry, additional hiring goals for departments that would help support the federal hiring commitment of 5000 net new persons with disabilities.

0:2:48.930 --> 0:3:6.100  
Erin Thompson  
So these letters were sent jointly from the Public Service Commission, the Office of Public Service Accessibility, or OPSA, and the Office of the Chief Human Resources Officer, or OCHRO, and provided a comprehensive list of resources to help you and your clients in your recruitment and hiring efforts.

0:3:6.450 --> 0:3:15.320  
Erin Thompson  
So as a follow up to these letters, today we're going to go through in more detail some of these supports and how the PSC can help you when hiring persons with disabilities.

0:3:19.190 --> 0:3:36.930  
Erin Thompson  
The goals today, of course, are to provide updates on the government wide commitments in the employment of persons with disabilities to explore some of the concrete efforts that are required to meet these commitments and to highlight the guidance, tools and recruitment solutions that are in place to support hiring persons with disabilities.

0:3:41.190 --> 0:3:52.200  
Erin Thompson  
So as I've mentioned, is that and as I'm sure everybody in this audience knows today, diversity and inclusion is of course one of the top federal priorities and it's a shared responsibility among all departments and at all levels.

0:3:52.590 --> 0:4:0.0  
Erin Thompson  
So the various commitments that have been made are in place to help all departments work to meet their hiring goals.

0:4:0.510 --> 0:4:10.120  
Erin Thompson  
OPSA and the PSC both have accountability under several federal commitments, including to help departments recruit and retain PWD employees to meet representation rights.

0:4:10.650 --> 0:4:23.90  
Erin Thompson  
So as mentioned on the previous slide, we're going to share some progress updates on some of the federal commitments guidance on the actions needed to move further and information on how upset and the PSC can help move your hiring goals forward.

0:4:27.250 --> 0:4:38.160  
Erin Thompson  
So again, the commitments that have been made are cover a lot of diversity, equity diversity and inclusion priorities with several that are specific to persons with disabilities.

0:4:38.170 --> 0:4:39.630  
Erin Thompson  
So I won't go through line by line.

0:4:39.640 --> 0:4:49.360  
Erin Thompson  
You're likely already familiar with them, but each of them sets out challenging but very important actions that departments can take in order to meet their departmental representation.

0:4:49.370 --> 0:4:59.100  
Erin Thompson  
Goals for persons with disabilities and also contribute to the hiring 5000 dollars, 5000 dollars, 5000 persons with disabilities across government by 2025.

0:4:59.780 --> 0:5:15.810  
Erin Thompson  
So according to a recent analysis by OPSA and this was interesting of the recent departmental accessibility plans that were all published, umm many of them made no reference to the 5K hiring objective and several did not even reference the workforce availability.

0:5:15.820 --> 0:5:21.990  
Erin Thompson  
So these are all signs that show that there's still some work to be done, and that's what we're here to address today.

0:5:25.480 --> 0:5:44.810  
Erin Thompson  
You're likely already familiar with the various key legislative requirements that underlie diversity and inclusion works, such as the Employment Equity Act, which aims to remove barriers that prevent the designated groups from employment opportunities or benefits, and aims to correct under representation of members of designated groups in the workplace.

0:5:45.320 --> 0:6:7.710  
Erin Thompson  
The public Service Employment Act, or PSCA, provides flexibilities that can be used to meet the employment equity needs of organizations, specifically, the ability to define employment equity as an organizational need merit criteria, the ability to limit or expand an area of selection to designated group members, and the ability for an organization to establish its own employment equity program.

0:6:9.100 --> 0:6:21.970  
Erin Thompson  
Recent amendments to the PSEA paying to strengthen the requirement for organizations to identify staffing barriers and of course the PSC is here to support organizations as they prepare and adapt to these changes.

0:6:22.340 --> 0:6:33.690  
Erin Thompson  
The amendments also provide the PSC with the authority to conduct investigations and audits into biases and barriers that disadvantage equity seeking groups and that may arise during public service appointment processes.

0:6:34.280 --> 0:6:40.560  
Erin Thompson  
A first audit on biases and barriers on the pre assessment during the pre assessment process is underway as well.

0:6:40.570 --> 0:6:43.0  
Erin Thompson  
To look at those potential barriers.

0:6:45.870 --> 0:7:10.380  
Erin Thompson  
There are some flexibilities in the Employment Equity Act in the Canadian Human Rights Act, and one of the IS that they allow for the creation of special programs or special measures to the Employment Equity Act knows that these special measures for use in specific situations must be part of an employment equity plan and must be designed to address a specific disadvantage as outlined in the act.

0:7:11.370 --> 0:7:14.780  
Erin Thompson  
Of course, special programs can't be used for every circumstance.

0:7:14.790 --> 0:7:21.730  
Erin Thompson  
They are truly intended to address short term and specific needs and should be in place until the representation gap has been corrected.

0:7:22.300 --> 0:7:31.230  
Erin Thompson  
A recent example is the neurodiversity recruitment pilot and the federal internship program for Canadians with disabilities, or Fit CD and best practices.

0:7:31.290 --> 0:7:33.670  
Erin Thompson  
And these two initiatives will be shared in the next presentation.

0:7:37.380 --> 0:7:40.920  
Erin Thompson  
So why are we placing such an emphasis on hiring persons with disabilities?

0:7:41.0 --> 0:7:49.590  
Erin Thompson  
I'm going to walk through some of the current representation data across government, the representation of persons with disabilities across the public service remains below.

0:7:49.600 --> 0:7:56.730  
Erin Thompson  
Workforce availability at 6.8 compared to 9.2% of the available workforce.

0:7:57.540 --> 0:8:0.770  
Erin Thompson  
Many departments are also below their own organizational workforce.

0:8:0.780 --> 0:8:11.390  
Erin Thompson  
Availability for persons with disabilities and there has been progress made in increasing representation and some of that can be attributed to increased hiring and increased self identification.

0:8:11.560 --> 0:8:13.830  
Erin Thompson  
But we know there's more work needed in both of these areas.

0:8:14.810 --> 0:8:31.940  
Erin Thompson  
We anticipate that with upcoming updates to the Self Identification Questionnaire, which will include a broader definition of disability, we may see an increase in those who choose to self identify in self declare and it will also be important to keep monitoring self ID rates and to continue our efforts to promote the importance of self identification.

0:8:36.210 --> 0:8:41.100  
Erin Thompson  
So a few words about the progress towards the 5000 net new hires.

0:8:42.230 --> 0:8:53.840  
Erin Thompson  
So to not only meet our workforce availability as departments, but as a federal public service, we need to place a concerted and ongoing effort on hiring.

0:8:54.330 --> 0:9:2.380  
Erin Thompson  
So although our collective progress showed improvement in 202122, we still did not meet our annual hiring targets.

0:9:2.750 --> 0:9:11.910  
Erin Thompson  
We achieved 77% of the target in 2122 and so the projected goals have therefore increased over the next three years.

0:9:11.920 --> 0:9:22.720  
Erin Thompson  
Given that we have more employees needed to hire to meet the 5000 goal, so the next slides will help highlight some supports that will go towards increasing PWD hiring.

0:9:25.670 --> 0:9:26.820  
Erin Thompson  
So what can you do?

0:9:26.950 --> 0:9:35.180  
Erin Thompson  
As I mentioned, ramping up hiring is probably the first and foremost priority for meeting those goals.

0:9:35.650 --> 0:9:41.0  
Erin Thompson  
And in addition to the bullets on this slide, we'll speak to that in more detail on the next several slides.

0:9:41.450 --> 0:9:53.70  
Erin Thompson  
But to complement recruitment efforts, we have an opportunity to make the workplace more conducive to the success of our persons with disabilities by addressing barriers that they face before and after they joined the public service.

0:9:54.950 --> 0:10:4.300  
Erin Thompson  
Key elements to improve the workplace work experience are accessibility and accommodations, and our obstacles will speak to that in more detail later in the meeting.

0:10:4.390 --> 0:10:22.770  
Erin Thompson  
We do know that according to the 2021 staffing and non partisanship survey or snips, only 2/3 of employees with disabilities report having received the accommodation they requested as part of a staffing process or second language evaluation for persons with more severe disabilities that drops to 57.4%.

0:10:27.130 --> 0:10:30.810  
Erin Thompson  
So our next few slides, we'll share how the PSC can help you.

0:10:31.970 --> 0:10:41.710  
Erin Thompson  
So the virtual door to talent with disabilities, this is a one stop shop for pools and inventories of talent with disabilities, and that includes graduates.

0:10:41.800 --> 0:10:51.360  
Erin Thompson  
It includes students and various specific pools that are organized by various groups and levels.

0:10:51.370 --> 0:11:0.680  
Erin Thompson  
So for example, we have careers in biology at the B2 level we have a testimonial here on this page from somebody who took part in that process.

0:11:1.340 --> 0:11:10.910  
Erin Thompson  
There's also a pool for policy and data analysts for persons with disabilities, and we have other pools for those seeking digital careers or careers in finance.

0:11:12.320 --> 0:11:24.540  
Erin Thompson  
Students with disabilities are also available through the federal student Work Experience Program, or F swap, and the Employment Opportunity for students with disabilities is a program that the PSC runs to support these students.

0:11:24.690 --> 0:11:36.80  
Erin Thompson  
And it has onboarding, support, training, networking opportunities, a robust mentorship program and services designed to support both the students and their managers or supervisors.

0:11:36.350 --> 0:11:51.70  
Erin Thompson  
And we also then have the graduate inventory for students who have participated in the Employment Opportunity for students visibilities, and this allows for bridging into indeterminate employment after they graduate.

0:11:51.80 --> 0:11:58.800  
Erin Thompson  
So that's a nice mechanism to be able to bring a person with disability on board, one that perhaps you've had working with you as a student and has worked out well.

0:12:1.760 --> 0:12:16.750  
Erin Thompson  
Here we have another list of our various recruitment solutions and this is tools that are not necessarily focused on persons with disabilities, but they do contain persons with disability candidates throughout the inventories.

0:12:16.880 --> 0:12:25.820  
Erin Thompson  
So when you are seeking referrals from any of the PSC hiring pools and inventories, you do have the option to specify that you are looking for a PWD candidate.

0:12:26.870 --> 0:12:48.850  
Erin Thompson  
Some of these pools include business, project management and governance programs with various classifications careers in data science, including our newest inventory for EC3 classification, we have an HR pool with PE1 opportunities and also a careers in communications inventory to hire 4 Coms positions.

0:12:49.880 --> 0:13:1.270  
Erin Thompson  
We also have the indigenous career pathways and there are indigenous graduates who can be bridged and also prequalified indigenous talent available to be hired.

0:13:2.160 --> 0:13:9.470  
Erin Thompson  
We have an emerging talent pool for ECCC, fours and policy leaders in various mid to senior level policy jobs.

0:13:9.720 --> 0:13:11.60  
Erin Thompson  
This is a lot of information.

0:13:11.120 --> 0:13:13.470  
Erin Thompson  
You don't have to memorize or write all of these down.

0:13:13.480 --> 0:13:20.870  
Erin Thompson  
We will be sharing the decks, of course, so that you can easily access all of our pools once you are finished presentation.

0:13:22.940 --> 0:13:33.370  
Erin Thompson  
The PSC also provides guidance for departments and that includes web and written guidance as well as assessment tools and services.

0:13:33.840 --> 0:13:43.90  
Erin Thompson  
Some of the examples on this slide include a guide to help departments conduct their own Employment systems review in order to identify and mitigate barriers in the staffing process.

0:13:43.700 --> 0:13:56.230  
Erin Thompson  
Recently published guidance on diverse selection boards and guidance and tools for mitigating barriers in assessment, which along with workshops and information sessions, support the organizations implementing the PSEA amendments.

0:13:56.240 --> 0:13:57.420  
Erin Thompson  
I spoke of a few slides ago.

0:14:0.410 --> 0:14:5.450  
Erin Thompson  
And finally, other PSC supports for departments include outreach and engagement.

0:14:11.950 --> 0:14:12.870  
Erin Thompson  
That's nice night.

0:14:12.880 --> 0:14:13.240  
Erin Thompson  
There we go.

0:14:15.810 --> 0:14:20.140  
Erin Thompson  
And various career for participation and career fairs and events.

0:14:20.430 --> 0:14:35.780  
Erin Thompson  
We also have the inclusive recruitment toolkit, which you will be walking through with my colleague later in the meeting and various data and audits and reports available to help you make any of your staffing decisions.

0:14:37.860 --> 0:14:53.630  
Erin Thompson  
Now I would also at this point like to mention Speaking of career fairs, that the upcoming there's an upcoming career event on Thursday, November 9th at the Shaw Center in Ottawa, and departments and agencies should soon receive an invitation to participate in this event.

0:14:53.840 --> 0:15:6.810  
Erin Thompson  
It's free of charge, organized by the David C Onley initiative, and you'll have the opportunity to connect with post secondary students with disabilities from Algonquin College, Carleton University, Lassie Tee and the University of Ottawa.

0:15:7.100 --> 0:15:15.280  
Erin Thompson  
So the event will feature current students with disabilities who are seeking employment opportunities and recent graduates who are also seeking employment in the government.

0:15:15.350 --> 0:15:18.110  
Erin Thompson  
So I encourage your departments to attend that.

0:15:22.610 --> 0:15:25.940  
Erin Thompson  
And that brings us to our list of contacts.

0:15:25.950 --> 0:15:43.880  
Erin Thompson  
The PSC has regional offices and staffing support advisors who you can reach out to depending on your various regions and we've also included the email address for the diversity and Inclusion center of expertise, which is my team and we're happy to have you reach out with any questions that you may have.

0:15:45.800 --> 0:15:52.550  
Erin Thompson  
And I would like to conclude by thanking you for, again, for having us and again reiterating.

0:15:52.560 --> 0:15:56.370  
Erin Thompson  
Please don't hesitate to reach out to us using the contact information provided.

0:15:58.830 --> 0:15:59.460  
Harkness, Bradley  
Thanks Aaron.

0:15:59.510 --> 0:16:3.630  
Harkness, Bradley  
Uh, these tools and solutions should certainly be useful to the HR community if they're not already aware.

0:16:3.990 --> 0:16:5.810  
Harkness, Bradley  
So over now to caffeine.

0:16:5.870 --> 0:16:20.220  
Harkness, Bradley  
The manager for National Recruitment Directorate at the PSC to present the new inclusive recruitment toolkit designed to equip hiring managers and HR professionals with practical tips, tools, resources on inclusive strategies to recruit a diverse workforce.

0:16:21.180 --> 0:16:21.960  
Harkness, Bradley  
So over you, Captain.

0:16:30.910 --> 0:16:34.610  
Karyne Montigny  
Hello, my name is Karyn Moltzen.

0:16:34.920 --> 0:16:40.780  
Karyne Montigny  
And I work at the Public Service Commission as the manager of the indigenous recruitment center of expertise.

0:16:41.200 --> 0:16:46.110  
Karyne Montigny  
I have a little over 15 years of experience working in HR and the public service.

0:16:46.820 --> 0:16:59.400  
Karyne Montigny  
I've developed a specialization in staffing and in the past couple of years embarked on an employment equity journey and more recently recently I've been focusing on reconciliation and the recruitment of indigenous peoples.

0:17:0.670 --> 0:17:8.420  
Karyne Montigny  
I'm very pleased to be here today and present the inclusive recruitment toolkit, a tool that's been designed with staffing specialists in mind.

0:17:8.770 --> 0:17:19.20  
Karyne Montigny  
As we all know that even though tools are intended for managers, is the HR advisors who have to become familiar with them to be able to provide the most accurate advice to their clients?

0:17:21.40 --> 0:17:33.750  
Karyne Montigny  
The project started when the PSD audit on employment equity representation and recruitment was released, which uncovered that different equity groups were not proportionally represented during a staffing process.

0:17:33.800 --> 0:17:34.40  
Karyne Montigny  
Best.

0:17:36.920 --> 0:17:57.730  
Karyne Montigny  
Women were the only group to experience an increase in representation from the job application stage through the app the appointment stage, the representation rate of the three other groups, indigenous people's members of visible minorities and persons with disabilities decreased at different stages of the recruitment process.

0:17:58.750 --> 0:18:4.730  
Karyne Montigny  
The representation rate of black candidates decreased more than the rates of other visible minority groups.

0:18:6.340 --> 0:18:35.560  
Karyne Montigny  
One of the recommendations called for the PSC to increase its efforts and developing and promoting systems, tools and guidance that support inclusive external recruitment processes, with a focus on the development of barrier free assessment approaches after conducting extensive consultations and receiving rich feedback, the inclusive recruitment toolkit was launched beyond their requirements stemming from the audit.

0:18:35.690 --> 0:18:51.970  
Karyne Montigny  
There are several factors affecting the our ability to recruit inclusively and efficiently, like high personnel turnover, the multitude of staffing and recruitment options, legislative requirements, competing priorities and heavy workloads.

0:18:52.590 --> 0:19:14.730  
Karyne Montigny  
A competitive labor market and the fact that there are underemployed populations and barriers to they're recruitment, the toolkit was developed using a human centered approach with a focus on identifying key steps in their recruitment process, pain points and existing solutions, as well as related resources and tools.

0:19:15.630 --> 0:19:26.640  
Karyne Montigny  
It's important to know that it's not meant to replace or override other documents, rather to bring information in one place and organized according to a holistic recruitment journey.

0:19:28.550 --> 0:20:0.110  
Karyne Montigny  
Since diversity and inclusion and equity remained hiring priorities across government, the toolkit references and links to several resources with more in depth information specific to the recruitment of certain employment equity groups, namely the indigenous recruitment toolbox and the hiring persons with management, with disabilities managers toolkit, the tool is organized in eight logical steps and can be used at any point in the recruitment process.

0:20:0.690 --> 0:20:13.680  
Karyne Montigny  
It's not intended only for hiring activities that relate to employment equity, designated groups, or equity seeking groups, but to help managers apply an overall inclusive experience to their staffing activities.

0:20:17.900 --> 0:20:29.510  
Karyne Montigny  
Each best practice listed under the eight steps addresses the needs of at least one equity seeking group and contains practical advice and tips, tools and guidance, resources and supports.

0:20:33.150 --> 0:20:38.240  
Karyne Montigny  
I think I'm being told that, UM, my image is not coming through.

0:20:41.240 --> 0:20:43.640  
Karyne Montigny  
Can I have someone let me know if if?

0:20:43.790 --> 0:20:44.410  
Harkness, Bradley  
That's correct.

0:20:44.880 --> 0:20:46.240  
Harkness, Bradley  
It's there is no image check in.

0:20:47.200 --> 0:20:53.560  
Karyne Montigny  
Ohh no my my my camera or the screen that I'm sharing.

0:20:54.400 --> 0:20:55.50  
Harkness, Bradley  
Just your camera.

0:20:55.990 --> 0:20:57.680  
Karyne Montigny  
Ohh you can see my picture.

0:20:59.210 --> 0:21:0.400  
Harkness, Bradley  
Just your initials and.

0:21:0.410 --> 0:21:2.870  
Harkness, Bradley  
But I can see your the the presentation toolkit.

0:21:3.730 --> 0:21:5.680  
Karyne Montigny  
I college size.

0:21:5.690 --> 0:21:8.360  
Karyne Montigny  
Well, at least you won't see my eyes, though.

0:21:8.370 --> 0:21:11.580  
Karyne Montigny  
Wandering around and and and reading from my notes above.

0:21:11.590 --> 0:21:14.160  
Karyne Montigny  
Here I apologize for that.

0:21:16.490 --> 0:21:18.60  
Karyne Montigny  
I will keep continuing.

0:21:18.70 --> 0:21:20.330  
Karyne Montigny  
Uh, I will keep uh going through.

0:21:20.490 --> 0:21:21.290  
Karyne Montigny  
The presentation.

0:21:21.300 --> 0:21:23.360  
Karyne Montigny  
I'm sorry, I I can't come on the screen.

0:21:23.410 --> 0:21:32.630  
Karyne Montigny  
I would rather focus on the presentation rather than the fixing this technological issue, because this is going to make me lose my focus.

0:21:32.640 --> 0:21:33.520  
Karyne Montigny  
I apologize for that.

0:21:36.30 --> 0:21:40.480  
Karyne Montigny  
So I will now go over the toolkit which you see on the screen.

0:21:42.470 --> 0:21:49.20  
Karyne Montigny  
Each step is organized in a similar manner and generally includes a line about the importance of this specific step.

0:21:49.360 --> 0:21:59.550  
Karyne Montigny  
Then a nonexhaustive list of best practices, and finally a section containing resources with suggestions for training and reading materials.

0:22:1.90 --> 0:22:7.250  
Karyne Montigny  
And I'm just going to click on one of these steps to illustrate what I just said.

0:22:18.250 --> 0:22:23.550  
Karyne Montigny  
Under Annex A, you'll find a list of staffing options that support the diverse workforce.

0:22:25.670 --> 0:22:26.80  
Karyne Montigny  
Over here.

0:22:28.60 --> 0:22:34.470  
Karyne Montigny  
Under Annex B, you will find the many services and training at your disposal to assist you along the way.

0:22:34.480 --> 0:22:43.860  
Karyne Montigny  
Some offered under cost recovery basis but free for the most part as well as important publications in the space of diversity and inclusion to guide your work.

0:22:45.230 --> 0:22:46.640  
Karyne Montigny  
Finally, an ex.

0:22:47.30 --> 0:22:51.720  
Karyne Montigny  
See highlights a few stories of success and notable efforts from federal organizations.

0:22:53.740 --> 0:23:34.700  
Karyne Montigny  
I would like to bring the focus today to two steps within the recruitment process, which are not necessarily in the realm of staffing, but are critical entering the success of recruitment and initiatives and efforts in the past years, we have seen many HR shops within the public service organizations take a slight shift towards talent acquisition and a fierce and competitive labour market like the one we are in and with the limited resources and capacity we have to recruit the most qualified person for the job, it is best and wise to leverage the means at our disposal to successfully attract job seekers from diverse backgrounds.

0:23:37.640 --> 0:23:40.110  
Karyne Montigny  
And I'm just bringing you here to Step 2.

0:23:40.420 --> 0:23:41.930  
Karyne Montigny  
No, that's not the correct one.

0:23:41.940 --> 0:23:44.260  
Karyne Montigny  
On my apologies to attracting diverse talent here.

0:23:49.440 --> 0:23:56.970  
Karyne Montigny  
Staffing advisors have an incredible wealth of knowledge on how to navigate government selection processes that job seekers would pay to have access to.

0:23:57.920 --> 0:24:6.60  
Karyne Montigny  
So consider partnering with functional communities, reaching out to academic institutions to better understand the needs of job seekers and students.

0:24:8.220 --> 0:24:16.510  
Karyne Montigny  
Finally, another step that doesn't directly fall under the scope of responsibility is a staffing advisors is the onboarding and retention.

0:24:18.480 --> 0:24:21.890  
Karyne Montigny  
And I'm just going to bring you to step 8 retaining talent.

0:24:28.210 --> 0:24:32.490  
Karyne Montigny  
Turnover and difficulty in retaining employees is a challenge we're all faced with.

0:24:32.880 --> 0:24:40.570  
Karyne Montigny  
HR professionals have a unique opportunity to inform new employees or their managers of their resources to manage their career once they're in.

0:24:41.440 --> 0:24:50.170  
Karyne Montigny  
If you and hiring managers go through extensive efforts to recruit top performers, you likely want to have some return on the investment.

0:24:51.80 --> 0:25:4.630  
Karyne Montigny  
Bolstering employee engagement is one way to do it, and it can be done by working with employees to manage their careers using the programs that are available and the many grassroots initiatives to support employee well being.

0:25:5.650 --> 0:25:8.370  
Karyne Montigny  
The step retaining talent addresses these principles.

0:25:12.680 --> 0:25:27.530  
Karyne Montigny  
In his call to action on anti racism, equity and inclusion in the Federal Public Service, the Clerk of the Privy Council said that building a diverse and equitable and inclusive public service is both an obligation and an opportunity we all share.

0:25:31.910 --> 0:25:45.410  
Karyne Montigny  
We must advance this objective together, acting both individually and collectively, and recognizing that our progress will rely on amplifying the voices of those within our organizations to help lead the way.

0:25:47.100 --> 0:25:51.380  
Karyne Montigny  
As mentioned before, this tool has been designed to equip human resources professionals.

0:25:52.450 --> 0:26:1.910  
Karyne Montigny  
It is meant to guide you in providing the much needed support, the hiring managers and to help them navigate their responsibilities when it comes to recruiting inclusively.

0:26:3.10 --> 0:26:8.470  
Karyne Montigny  
There are many ways we can use this tool when guiding hiring managers and we count on you to be its ambassadors.

0:26:9.480 --> 0:26:15.750  
Karyne Montigny  
Thank you for listening to this presentation and I hope this new tool will make part of your work a little easier.

0:26:16.730 --> 0:26:17.170  
Karyne Montigny  
Thank you.

0:26:19.280 --> 0:26:20.850  
Harkness, Bradley  
Thank you, Kevin, for your presentation.

0:26:20.860 --> 0:26:23.460  
Harkness, Bradley  
Demonstration of the toolkit very much appreciated.

0:26:24.180 --> 0:26:28.90  
Harkness, Bradley  
Next, we're gonna go to best practices in persons with disabilities recruitment.

0:26:28.100 --> 0:26:36.520  
Harkness, Bradley  
So at often we ask ourselves, what are the some of the best practices in persons to visit with disabilities recruitment.

0:26:36.930 --> 0:26:44.800  
Harkness, Bradley  
And so here today we have slide MC Sistant, director and Isabelle no manager, national commitment director within the PSC who will now enlighten us.

0:26:44.810 --> 0:26:45.950  
Harkness, Bradley  
So over to you, Soleil and Isabelle.

0:26:48.170 --> 0:26:49.200  
Isabelle Naud  
Thank you very much.

0:26:49.790 --> 0:26:50.480  
Isabelle Naud  
Hi everyone.

0:26:50.530 --> 0:26:51.650  
Isabelle Naud  
My name is Isabel.

0:26:51.660 --> 0:26:52.680  
Isabelle Naud  
No, I'm the manager.

0:26:52.690 --> 0:26:55.840  
Isabelle Naud  
Talent product operations of the Public Service Commission of Canada.

0:26:56.190 --> 0:27:2.280  
Isabelle Naud  
My pronouns are she, her, and for those who benefit from a visual description, I'm a blonde white woman wearing a Gray sweater.

0:27:2.590 --> 0:27:4.980  
Isabelle Naud  
I'm speaking to you today from my home in Halifax.

0:27:4.990 --> 0:27:9.990  
Isabelle Naud  
Snow is Scotia I'm presenting with my colleague who will provide a quick introduction before we proceed.

0:27:12.400 --> 0:27:13.80  
Soleil Dempsey  
Hi everyone.

0:27:20.870 --> 0:27:21.480  
Youssuf, Hodan (she, her | elle, la)  
Yeah, yeah.

0:27:13.90 --> 0:27:23.230  
Soleil Dempsey  
My name is Stoley Dempsey and I work for the Public Service Commission's Vancouver Regional Office as this distant director of the British Columbia and Northern Region, as well as national projects.

0:27:23.290 --> 0:27:23.870  
Youssuf, Hodan (she, her | elle, la)  
Was talking to.

0:27:23.500 --> 0:27:27.950  
Soleil Dempsey  
My pronouns are she her for those who'd benefit from a visual description.

0:27:26.380 --> 0:27:28.870  
Youssuf, Hodan (she, her | elle, la)  
Once you've approved time and like.

0:27:27.960 --> 0:27:30.800  
Soleil Dempsey  
I am a white woman with brown hair and wearing a black top.

0:27:31.150 --> 0:27:34.300  
Youssuf, Hodan (she, her | elle, la)  
Like and then after we can like you're saying.

0:27:37.640 --> 0:27:38.240  
Youssuf, Hodan (she, her | elle, la)  
E But we just want.

0:27:39.380 --> 0:27:39.820  
Youssuf, Hodan (she, her | elle, la)  
Thank you.

0:27:41.240 --> 0:27:41.450  
Youssuf, Hodan (she, her | elle, la)  
Right.

0:27:41.460 --> 0:27:43.140  
Youssuf, Hodan (she, her | elle, la)  
Like, yeah, so that's why I thought.

0:27:38.300 --> 0:27:46.180  
Isabelle Naud  
Printing best practices to ensure that persons with disabilities are not only included, but empowered to thrive in our organizations.

0:27:47.250 --> 0:27:47.510  
Youssuf, Hodan (she, her | elle, la)  
Hmm.

0:27:50.160 --> 0:27:52.20  
Youssuf, Hodan (she, her | elle, la)  
You know how thing I wanna?

0:27:46.350 --> 0:27:55.510  
Isabelle Naud  
By the end of this presentation, I hope you'll be more equipped with actionable steps towards creating truly inclusive workplaces that celebrate the unique contributions of every individual.

0:27:55.710 --> 0:28:1.650  
Youssuf, Hodan (she, her | elle, la)  
Like I said some I might ask one question like what about being right I'll 3.

0:27:58.850 --> 0:28:4.530  
Soleil Dempsey  
So on the second slide, we do have an email address of the team to contact.

0:28:4.540 --> 0:28:7.480  
Soleil Dempsey  
Do you have any issues with this document and it's accessibility?

0:28:11.840 --> 0:28:15.330  
Isabelle Naud  
Moving over to slide three, we have objectives for today's presentations.

0:28:15.400 --> 0:28:22.910  
Isabelle Naud  
We will highlight the lessons learned and best practices from our experiences in terms of culture, recruitment, hiring and retention.

0:28:23.240 --> 0:28:27.30  
Isabelle Naud  
After each section, there will be a slide with links to suggested tools.

0:28:27.220 --> 0:28:29.370  
Isabelle Naud  
You can explore these after the presentation.

0:28:29.440 --> 0:28:33.630  
Isabelle Naud  
As noted earlier, the presentation can be found in the HRC GC Xchange page.

0:28:34.40 --> 0:28:37.450  
Isabelle Naud  
We also have stopping examples to share at the end of the presentation.

0:28:37.720 --> 0:28:40.150  
Isabelle Naud  
Just a reminder, we come to you as partners.

0:28:40.160 --> 0:28:42.10  
Isabelle Naud  
Let us learn and move forward together.

0:28:46.180 --> 0:28:52.760  
Soleil Dempsey  
You here on slide four are the lessons learned and best practices to help build and inclusive community.

0:28:54.60 --> 0:28:57.190  
Soleil Dempsey  
To raise awareness and continuously educate.

0:28:57.400 --> 0:29:6.710  
Soleil Dempsey  
So we have to invest in ongoing training and awareness initiatives to promote understanding, empathy and support for persons with disabilities as well.

0:29:6.720 --> 0:29:12.480  
Soleil Dempsey  
Anyone conducting assessments should undergo training about inclusive, non biased recruitment.

0:29:13.340 --> 0:29:27.540  
Soleil Dempsey  
For those interested, a valuable resource is the inclusive hiring practices for a diverse workforce course offered by the Canada School of Public Service, you'll find the link on the next slide and a big one sharing information.

0:29:27.780 --> 0:29:33.280  
Soleil Dempsey  
This simple practice promotes a deeper understanding, empathy, and awareness among all members.

0:29:34.630 --> 0:29:44.300  
Soleil Dempsey  
Second point, adopt A candidate centred approach, so this means focusing on the candidates experience by meeting their needs and expectations.

0:29:44.650 --> 0:29:51.680  
Soleil Dempsey  
Solicit feet, solicit and value their feedback through at the hiring process so that you can improve and evolve.

0:29:51.910 --> 0:29:55.260  
Soleil Dempsey  
Forge a connection between hiring managers and candidates.

0:29:55.670 --> 0:30:4.190  
Soleil Dempsey  
A good way is by offering informal meet and greets to foster open dialogue, and the third piece is about enhancing accessibility and inclusion.

0:30:5.160 --> 0:30:14.790  
Soleil Dempsey  
So we want to integrate accessibility considerations from the outset and ensuring that processes, facilities and digital platforms are accessible to all.

0:30:14.980 --> 0:30:26.350  
Soleil Dempsey  
For example, zoom and MS Teams reminder of the recent amendments to the public Service Employment Act regarding the evaluation of assessment methods for biases and barriers.

0:30:26.800 --> 0:30:29.290  
Soleil Dempsey  
More information can be found on the next slide.

0:30:29.800 --> 0:30:33.410  
Soleil Dempsey  
So when it comes to assessment, one size doesn't fit all.

0:30:33.700 --> 0:30:36.560  
Soleil Dempsey  
Fair assessment is about providing choices to candidates.

0:30:37.270 --> 0:30:44.120  
Soleil Dempsey  
Imagine allowing them to decide their assessment method that suits them best, be it a written interview or an in person one.

0:30:44.690 --> 0:30:53.840  
Soleil Dempsey  
This becomes especially crucial when considering neurodiverse candidates by providing format options, we unlock the full potential of every candidate.

0:30:56.130 --> 0:31:1.600  
Isabelle Naud  
Next on slide six, we have our lessons learned and best practices specific to recruitment.

0:31:2.430 --> 0:31:10.560  
Isabelle Naud  
So the first point is collaborate with partners supported employment agencies are fantastic resources to source talent with disabilities.

0:31:10.950 --> 0:31:30.30  
Isabelle Naud  
The federal internship program for Canadians with Disabilities, also known as FIPCD, collaborated with the Canadian Association for supported Employment, who connected us with local agencies that assist individuals experiencing disability to obtain minimum meaningful work and offer advice and resources to employers.

0:31:30.320 --> 0:31:39.350  
Isabelle Naud  
If you're interested in connecting with these agencies, feel free to send them an email or to the FIPCD team whose email address is found on the accessibility.

0:31:39.360 --> 0:31:41.560  
Isabelle Naud  
Slide two and will be happy to connect you.

0:31:42.580 --> 0:31:45.170  
Isabelle Naud  
The second point is accessible by design.

0:31:45.520 --> 0:31:47.100  
Isabelle Naud  
Simplicity is key.

0:31:47.140 --> 0:31:52.990  
Isabelle Naud  
All communications, including emails, websites and job posters should use plain language.

0:31:53.80 --> 0:31:57.910  
Isabelle Naud  
This means using short, clear and concise statements and removing government jargon.

0:31:58.340 --> 0:32:4.630  
Isabelle Naud  
The Treasury Board of Canada Secretariat has a style guide that is useful to help you develop your written content.

0:32:4.880 --> 0:32:9.880  
Isabelle Naud  
The link to this can also be accessed through the inclusive recruitment toolkit found on the next slide.

0:32:10.860 --> 0:32:15.160  
Isabelle Naud  
Merit criteria should be reviewed and analyzed with an inclusive mindset.

0:32:15.650 --> 0:32:21.190  
Isabelle Naud  
Focus on essential skills for day one success, avoiding unnecessary barriers.

0:32:21.590 --> 0:32:22.720  
Isabelle Naud  
Challenge the norm.

0:32:22.730 --> 0:32:29.800  
Isabelle Naud  
Does a role require both oral and written communication skills, or is communication skills in any form sufficient?

0:32:31.760 --> 0:32:41.660  
Isabelle Naud  
In this example, candidates who are non verbal may screen themselves out based on the criteria being accessible by design, results in fewer accommodation requests.

0:32:41.750 --> 0:32:47.720  
Isabelle Naud  
The PSC recently conducted a process for persons with disabilities for BI 2 biologist positions.

0:32:48.90 --> 0:33:0.780  
Isabelle Naud  
Some examples of how we made the exam accessible were by including additional time in the assessments design and creating the assessment at the tape COM exam, which allowed candidates to use their own adaptive technology.

0:33:0.790 --> 0:33:15.700  
Isabelle Naud  
They're accustomed to using in their preferred environment, although being accessible by design can reduce the need for accommodation duty to accommodate, accommodate still applies communicate to connect candidates and gain their trust.

0:33:15.890 --> 0:33:28.740  
Isabelle Naud  
During the recent BI two process, the PSC held information sessions after launching the poster on GC Jobs to assess to assist candidates with their applications and answer questions related to the positions being staffed.

0:33:29.150 --> 0:33:33.840  
Isabelle Naud  
American Sign Language interpreters were at these information sessions as well.

0:33:33.850 --> 0:33:38.500  
Isabelle Naud  
An accessible wiki page was created to communicate with candidates throughout the process.

0:33:39.700 --> 0:33:48.110  
Isabelle Naud  
When informing candidates of interviews, assessments and meet and greets share as much information as possible to enhance the candidate success.

0:33:48.460 --> 0:34:0.550  
Isabelle Naud  
Providing details on assessment methods, duration tools to help candidates know how, what accommodations to ask for, and in doing so, and doing so at the right time in the process of the port.

0:34:0.880 --> 0:34:6.600  
Isabelle Naud  
The assessment process also becomes less intimidating for candidates when their expectations are clear.

0:34:7.740 --> 0:34:14.870  
Isabelle Naud  
It's a good practice to remind candidates frequently and as early as possible about their right to request accommodations.

0:34:14.960 --> 0:34:20.790  
Isabelle Naud  
Accommodation needs may evolve through the recruitment process and may change based on the assessment.

0:34:21.460 --> 0:34:30.690  
Isabelle Naud  
And finally, #4 remember all staffing processes take time and effort, so you need to dedicate resources and a source of candidates ready.

0:34:38.110 --> 0:34:45.70  
Soleil Dempsey  
OK, now let's turn our attention to our lessons learned and best practices in the hiring process found on Slide 8.

0:34:46.180 --> 0:35:9.750  
Soleil Dempsey  
So rethinking the traditional model, so as we know, volume management strategies that we wanna create, some that do not create barriers often the volume management solutions are used when there are many candidates, there's different strategies that can be considered, such as applying an asset qualification, random selection, applying cut off scores, leveraging technology, et cetera.

0:35:10.200 --> 0:35:21.620  
Soleil Dempsey  
Consider the possible impacts on the candidates with the strategy you choose, it could potentially cause barriers and unintentionally exclude strong candidates from the process.

0:35:22.440 --> 0:35:28.160  
Soleil Dempsey  
So when we look on the next piece of the selection decision, again be aware of possible biases.

0:35:28.350 --> 0:35:33.20  
Soleil Dempsey  
People are naturally likely to have biases, however, they're prone to error.

0:35:33.290 --> 0:35:39.140  
Soleil Dempsey  
Awareness is the first step in ensuring effective mitigation of biases and barriers in hiring decisions.

0:35:39.810 --> 0:35:45.30  
Soleil Dempsey  
Your selection should focus on identifying competent talent that is able to perform the work.

0:35:46.630 --> 0:35:52.80  
Soleil Dempsey  
So if we look at onboarding improvements, proper or onboarding leads to success.

0:35:52.410 --> 0:36:8.20  
Soleil Dempsey  
The starting a new job for the Government of Canada be can be overwhelming for anyone invest in time in thorough, thorough onboarding, not just in terms of workflow, but also in how the government operates and knowing what supports are available.

0:36:8.410 --> 0:36:16.680  
Soleil Dempsey  
Personalized onboarding with managers or having a workplace buddy, usually a colleague on the same time, can be an easy way to ease this transition.

0:36:18.720 --> 0:36:29.150  
Soleil Dempsey  
Another piece is finding ways to do better, faster and simpler onboarding processes where all well aware of the quantity of forms that need to be completed for onboarding.

0:36:29.280 --> 0:36:33.470  
Soleil Dempsey  
Paired with tight, tight deadlines, it can be overwhelming.

0:36:33.700 --> 0:36:35.550  
Soleil Dempsey  
Prioritize important forms.

0:36:35.560 --> 0:36:40.350  
Soleil Dempsey  
For example, the pay related forms, though going into the manager.

0:36:40.360 --> 0:36:55.490  
Soleil Dempsey  
Preparedness from FIPCD's experience engaged managers who undergo additional training and are allies to the persons with disabilities community will go that extra mile for their employees and make for a more positive employment experience.

0:36:55.740 --> 0:37:0.540  
Soleil Dempsey  
You can find some course recommendations throughout the presentation in the tool slides.

0:37:2.500 --> 0:37:23.570  
Soleil Dempsey  
Managers should also be familiar with their organization's duty to accommodate, process and work closely with their HR accommodations team to help mitigate this, remember that duty to accommodate and accommodation measures take time, and it's suggested that you include additional time in your staffing plan to properly consider and put it in place.

0:37:23.580 --> 0:37:31.500  
Soleil Dempsey  
Accommodation measures new employees should have their accommodation measures in place by the time they start their first day of work.

0:37:34.70 --> 0:37:38.970  
Soleil Dempsey  
So the next piece providing and receiving feedback is key to making improvements.

0:37:39.250 --> 0:37:43.320  
Soleil Dempsey  
One example is when the PSC refers candidates to hiring managers.

0:37:43.720 --> 0:37:48.50  
Soleil Dempsey  
The more often than not aren't informed whether a candidate is hired or not.

0:37:48.300 --> 0:37:56.700  
Soleil Dempsey  
We encourage you to share your feedback with the PSC or partners that you're working with so that we can all together work together and improve.

0:37:59.900 --> 0:38:4.700  
Isabelle Naud  
Moving right along the next slide 10 is based on our experience in retention.

0:38:5.930 --> 0:38:9.900  
Isabelle Naud  
The first point is ensure effective and timely accommodations.

0:38:9.970 --> 0:38:15.580  
Isabelle Naud  
Managers should be checking with their employees to make sure they're well supported and equipped to succeed.

0:38:15.750 --> 0:38:22.120  
Isabelle Naud  
If an employee is struggling with their performance, the manager should first make sure their employee is properly accommodated.

0:38:22.690 --> 0:38:30.80  
Isabelle Naud  
The Government of Canada Workplace Accessibility Passport is an incredible tool that helps facilitate the request for accommodations.

0:38:30.410 --> 0:38:43.430  
Isabelle Naud  
The next presentation will go over this with you discuss frequently with employees to ensure they are equipped regarding accommodations, support tools, technology, internal processes, etcetera.

0:38:44.610 --> 0:38:47.200  
Isabelle Naud  
What is working well and what is not working well?

0:38:47.290 --> 0:38:50.220  
Isabelle Naud  
Remember, not everyone operates the same way.

0:38:50.230 --> 0:38:53.430  
Isabelle Naud  
Some might prefer written instructions over calls, for example.

0:38:54.970 --> 0:39:5.420  
Isabelle Naud  
Lastly, from FIPCD's experience providing interns access to career management services throughout their employment helped facilitate their networking and career development.

0:39:5.870 --> 0:39:17.460  
Isabelle Naud  
Your organization may not have these formal career services, but internal networks such as the Federal Youth Network or your organization's persons with Disabilities Network may offer similar sessions.

0:39:17.570 --> 0:39:19.180  
Isabelle Naud  
Leverage the resources that you have.

0:39:28.410 --> 0:39:37.330  
Soleil Dempsey  
They're moving on to some stuff in the examples here on slide 12, we have the example of the neurodiversity recruitment pilot project.

0:39:37.500 --> 0:39:54.900  
Soleil Dempsey  
Neurodiversity is a concept that differences in brain development should such as autism and ADHD are natural differences that should be accepted, like differences in hair texture or eye color, autism and ADHD and anxiety are all examples of neurodiversity.

0:39:54.910 --> 0:39:55.150  
Soleil Dempsey  
Yes.

0:39:55.360 --> 0:39:56.510  
Soleil Dempsey  
How are you however?

0:39:56.520 --> 0:40:9.780  
Soleil Dempsey  
Each of these has a very different way and of influencing candidate and employees experience, so we cannot loop all of them into the neurodiverse category and expect to apply the same solutions and accommodations.

0:40:11.150 --> 0:40:21.40  
Soleil Dempsey  
This pilot explored how organizations within the Federal public service can successfully recruit and retain neurodiverse individuals and professional positions.

0:40:21.650 --> 0:40:56.350  
Soleil Dempsey  
The pilot was led by the Office of Public Service Accessibility and partnership with the Public Service Commission, financial transactions and Reports Analysis Centre of Canada, so FINTRAC and Shared Services Canada PSC as a department shares services and franchised led individual recruitment pilots to seek term and permanent employment of neurodiverse candidates in partnership with specialists turned Canada specialist training facilitates the recruitment of new neurodivergent individuals and provisional and professional positions.

0:40:56.660 --> 0:41:3.510  
Soleil Dempsey  
They are nonprofit organization that helps businesses tap into the talents of a neurodiverse workforce.

0:41:3.620 --> 0:41:11.240  
Soleil Dempsey  
And bolster their organizational inclusivity in this pilot, all applicants were assessed by specialist Turn Canada.

0:41:12.130 --> 0:41:29.870  
Soleil Dempsey  
The PSC successfully hired 5 candidates in June 2022, one IT 12, EC twos 1F I one and CCR five and one term appointment of 12 months, with the possibility of IT extension and four indeterminate appointments.

0:41:30.780 --> 0:41:42.820  
Soleil Dempsey  
So in order to eliminate unconscious bias and making their selection, decision managers received only the individual's initials and information on their qualifications and assessment.

0:41:43.670 --> 0:42:3.950  
Soleil Dempsey  
The pilot provided a great opportunity to innovate and enhance current recruitment and onboarding practices in order to tap into this underutilized talent, expand and diversify our talent pool, increase team awareness of neurodiversity, and build capacity for managing and leveraging a more diverse workforce.

0:42:7.530 --> 0:42:19.820  
Isabelle Naud  
Our next example found on Slide 13 is regarding 5th CD, which was launched in 2019 to help in the government's goal of hiring 5000 persons with disabilities by 2025.

0:42:20.190 --> 0:42:26.110  
Isabelle Naud  
Over the years, it has offered two year internship opportunities to 126 people.

0:42:27.130 --> 0:42:34.420  
Isabelle Naud  
Many of these internships have led to long term employment, demonstrating our commitment to building diverse and inclusive workforce.

0:42:35.30 --> 0:42:40.870  
Isabelle Naud  
For FIPCD's, success was definitely our learn and grow model, which is at the heart of our approach.

0:42:40.880 --> 0:42:45.620  
Isabelle Naud  
Approach this model has helped shape the experience of our participants.

0:42:45.930 --> 0:42:50.240  
Isabelle Naud  
It's frameworks that sees challenges as opportunities for growth.

0:42:50.470 --> 0:42:55.840  
Isabelle Naud  
So let's take a closer look at the evolution of the program and the valuable lessons we learned from it.

0:42:56.750 --> 0:42:59.930  
Isabelle Naud  
Here's glimpse into the takeaways adaptability.

0:43:0.320 --> 0:43:23.530  
Isabelle Naud  
Success is built on flexibility, a trait that was demonstrated as the lessons learned were taken from previous cohorts and used to adopt the approach of the next cohort and by you and your clients as the program evolved over the course of the pilot collaboration and inspiration, the strength of collaboration has shone brightly throughout our program.

0:43:23.800 --> 0:43:30.310  
Isabelle Naud  
Our interns have not only inspired their peers, but also ignited motivation across the workforce.

0:43:30.600 --> 0:43:54.960  
Isabelle Naud  
Their contributions underlined the real importance of diversity and inclusion in achieving excellence, working with public service and procurement Canada's career management services team to facilitate the career development of interns as well as shared services, accessibility, accommodation and adaptive computer technology team to further support accommodation request was integral throughout the cohorts.

0:43:54.970 --> 0:44:0.960  
Isabelle Naud  
Cohorts feedback transparent communication has played an essential role.

0:44:1.350 --> 0:44:9.760  
Isabelle Naud  
Honest feedback from interns, HR advisors, hiring managers and supervisors has enabled us to improve the program.

0:44:10.450 --> 0:44:21.460  
Isabelle Naud  
This iterative process ensures alignment with the evolving needs of all of our participants to improve upon participant response rates and to encourage open communication.

0:44:21.710 --> 0:44:25.190  
Isabelle Naud  
The program put in place regular check-ins with clients.

0:44:25.770 --> 0:44:40.170  
Isabelle Naud  
The learn and grow model has consistently facilitated our path, creating an environment where growth, learning and empowerment takes center as we move forward, let's bear in mind that our journey extends beyond mere numbers.

0:44:40.260 --> 0:44:49.210  
Isabelle Naud  
It's about nurturing culture of inclusion, comprehension and innovation by embracing achievements and recognizing challenges.

0:44:49.400 --> 0:44:53.430  
Isabelle Naud  
We collaboratively shape workplace where everyone can thrive.

0:44:57.800 --> 0:45:14.850  
Soleil Dempsey  
So as we come to the end of the presentation, we want to stress the importance of a learning from mistakes and adjusting together we can apply these best practices to our culture, recruitment and hiring processes and retention strategies to grow towards a more accepting and inclusive environment.

0:45:19.480 --> 0:45:20.570  
Harkness, Bradley  
Thank you, Celine Isabelle.

0:45:20.800 --> 0:45:26.40  
Harkness, Bradley  
These are certainly great practices that I think we get could and should apply more often in most in our respective organizations.

0:45:27.530 --> 0:45:32.360  
Harkness, Bradley  
Umm, so we're in a longer we're a little bit ahead of schedule, but that may be more time for questions.

0:45:32.370 --> 0:45:33.200  
Harkness, Bradley  
So that's great.

0:45:33.250 --> 0:45:41.220  
Harkness, Bradley  
And so to start off our next one, I'm certainly convinced that many of you have now heard of the GC Workplace Accessibility Passport.

0:45:41.890 --> 0:45:42.880  
Harkness, Bradley  
But how many?

0:45:43.130 --> 0:45:48.30  
Harkness, Bradley  
How many the passport support the recruitment, retention, and advancement of persons with disabilities is really the question.

0:45:48.880 --> 0:45:55.280  
Harkness, Bradley  
So Luna's here, the senior accessibility expert and special Advisor Office of the Public Service Accessibility at Treasury Board.

0:45:56.100 --> 0:46:0.900  
Harkness, Bradley  
We'll certainly be able to share information on the passport and respond to this key question Luna.

0:46:0.910 --> 0:46:2.440  
Harkness, Bradley  
Thank you for being here and over to you.

0:46:3.950 --> 0:46:5.260  
Bengio, Luna  
I thank you so much.

0:46:5.270 --> 0:46:12.230  
Bengio, Luna  
But I thank you to HRC for inviting us to talk about the government, Canada Workplace accessibility passport.

0:46:13.970 --> 0:46:34.790  
Bengio, Luna  
I must apologize first of all because of my voice, but secondly because I have now had to join on my phone because my computer is giving me some technical issues, so my very sincere apologies to all participants, but we're we're gonna try to make this work.

0:46:43.600 --> 0:46:44.220  
Harkness, Bradley  
It's it's up.

0:46:36.100 --> 0:46:46.310  
Bengio, Luna  
So if if the presentation can be shared on the screen, I have no way to to check that out and thank you.

0:46:58.90 --> 0:47:2.410  
Youssuf, Hodan (she, her | elle, la)  
Umm, you'd like a ordinarily.

0:46:46.320 --> 0:47:7.540  
Bengio, Luna  
So I'll go very quickly to slide two and slide two presents a very simple conceptual model that explains or that depicts the three areas of action that are required to achieve inclusion of persons with disabilities.

0:47:33.720 --> 0:47:34.820  
Youssuf, Hodan (she, her | elle, la)  
It's another thing.

0:47:37.440 --> 0:47:37.590  
Youssuf, Hodan (she, her | elle, la)  
Yeah.

0:47:7.890 --> 0:47:38.880  
Bengio, Luna  
My colleagues from the Public Service Commission have done an amazing job of providing you some some really specific techniques, tips, resources, what I'm doing here is I'm I'm having you shift gears a little bit and look at the big picture and basically think about how we can what are the areas that we can tackle to ensure that people with disabilities can feel included and can be at their best.

0:47:39.50 --> 0:47:40.410  
Youssuf, Hodan (she, her | elle, la)  
You're like, hey, can I?

0:47:38.890 --> 0:47:51.260  
Bengio, Luna  
And those three areas are the environment, which includes not just the built environment but the systems, the communications and the, excuse me, the business practices.

0:47:51.720 --> 0:47:55.490  
Bengio, Luna  
The second area is really about the culture.

0:47:57.370 --> 0:47:58.320  
Bengio, Luna  
Excuse me again.

0:47:58.330 --> 0:48:0.840  
Bengio, Luna  
What kind of culture are we creating?

0:48:2.820 --> 0:48:3.520  
Youssuf, Hodan (she, her | elle, la)  
I saw other people.

0:48:3.530 --> 0:48:5.990  
Youssuf, Hodan (she, her | elle, la)  
OK, right then like.

0:48:1.270 --> 0:48:10.400  
Bengio, Luna  
Are we creating a culture that's welcoming that values differences, that provides the respect and dignity to people?

0:48:10.410 --> 0:48:12.270  
Bengio, Luna  
Because one of the.

0:48:19.330 --> 0:48:20.880  
Harkness, Bradley  
Out Luna, I think you are on mute now.

0:48:21.70 --> 0:48:23.70  
Bengio, Luna  
OK, OK.

0:48:23.160 --> 0:48:23.840  
Bengio, Luna  
Can you hear me now?

0:48:24.490 --> 0:48:24.630  
Harkness, Bradley  
Yes.

0:48:25.530 --> 0:48:49.450  
Bengio, Luna  
Sorry about the difficulties, so one of the reasons I believe that we are experiencing difficulties in meeting that 5000 net new hires target for 2025 is because of attitudes that are still I'm very difficult to change towards, people with disabilities.

0:48:59.450 --> 0:49:1.810  
Youssuf, Hodan (she, her | elle, la)  
Good morning, which didn't come to.

0:48:49.640 --> 0:49:8.90  
Bengio, Luna  
The perception that people with disabilities are not as capable may not be as good employees as may require a lot of adaptation and accommodation, so we need to change that for those perceptions and we need to change that culture.

0:49:7.290 --> 0:49:10.390  
Youssuf, Hodan (she, her | elle, la)  
Align that you very much like we did, yeah.

0:49:8.180 --> 0:49:11.610  
Bengio, Luna  
This third, of course, is individual adjustment.

0:49:11.800 --> 0:49:43.710  
Bengio, Luna  
So no matter how accessible the environment becomes and no matter how inclusive our culture is, all number of individuals will still need either support measures or tools or combinations of solutions that are going to enable them to be at their best and to succeed and their job and the next slide shows you basically what this means, what each of these areas mean, and how to address them.

0:49:43.760 --> 0:50:6.440  
Bengio, Luna  
And as HR professionals, you have a key role to play in creating an awareness and raising awareness with managers and colleagues, especially with hiring managers about the importance of creating a welcoming environment and creating the conditions.

0:50:7.130 --> 0:50:8.880  
Bengio, Luna  
That's for people to succeed.

0:50:9.90 --> 0:51:6.490  
Bengio, Luna  
So meeting our obligations under the Accessible Canada Act, which requires that organizations are proactive in eliminating barriers and creating an environment that's free of harassment and discrimination, and making sure that the accommodation processes are as simple and streamlined as possible so that it doesn't take many forms, many conversations and a long time before people have the tools and the supports that they need, my colleagues from the PSC did a fantastic job in covering what's in, in, in some of of the slides that I had to share with you today about accommodation in a context of assessment about accessing their diversified pool of talent.

0:51:6.580 --> 0:51:15.890  
Bengio, Luna  
So I'm gonna go create to slide six, which presents the Government of Canada Workplace accessibility passport.

0:51:16.140 --> 0:51:20.100  
Bengio, Luna  
So the passport is addressing and number of issues.

0:51:20.110 --> 0:51:35.40  
Bengio, Luna  
1st, it's addressing the need to repeat every time an employee changes jobs changes, managers, changes, organization.

0:51:35.590 --> 0:51:44.830  
Bengio, Luna  
They typically have to explain once again and over and over they typically have to to request accommodations.

0:51:45.90 --> 0:51:50.480  
Bengio, Luna  
The passport is a tool to avoid that as much as possible.

0:51:51.70 --> 0:51:57.400  
Bengio, Luna  
The second goal of the passport is to create a collaborative relationship.

0:51:58.370 --> 0:52:11.200  
Bengio, Luna  
Between the manager or the hiring manager or the the the people who are in charge of selection processes or the manager as the case may be, and depending on the situation.

0:52:11.210 --> 0:52:27.600  
Bengio, Luna  
So creating that conversation, that collaborative relationship that is going to ensure that the candidate is going to feel comfortable identifying the barriers they face in the workplace.

0:52:27.890 --> 0:53:1.920  
Bengio, Luna  
And if they know the most effective solutions to address those barriers, the passport helps document these barriers and solutions, and how the conversation so that it can result in an agreement between the manager and the employee as to what will be provided to ensure that either the selection process is is equitable and successful, or to ensure that the person can do the job they were hired.

0:53:2.250 --> 0:53:7.30  
Bengio, Luna  
Do you do the password is a very simple Word document.

0:53:7.40 --> 0:53:12.350  
Bengio, Luna  
You can find the that version of the passport and canada.ca.

0:53:12.840 --> 0:53:14.310  
Bengio, Luna  
It's a Word document.

0:53:14.320 --> 0:53:39.60  
Bengio, Luna  
For now, it's a simple, accessible form and we are currently working on a digital version of the passport which will be online and which will allow people to securely enter information which will allow the owner of the passport so the employee or the candidate.

0:53:39.70 --> 0:53:58.730  
Bengio, Luna  
Eventually it's gonna take a while before it, the digital solution becomes available to non public servants, but if you are within the public service, the as a candidate who a selection process, then you will be able to not only record your barriers.

0:53:58.800 --> 0:54:0.470  
Bengio, Luna  
Record your solutions.

0:54:0.940 --> 0:54:19.770  
Bengio, Luna  
Share the information with the relevant individual, whether it's the manager or or the person who's going to support your participation, and then make sure that your information remains private and that only with your consent is this information feared.

0:54:21.120 --> 0:54:27.190  
Bengio, Luna  
It is really important to remember that the passport belongs to the employee.

0:54:27.200 --> 0:54:35.100  
Bengio, Luna  
It's the employees perform the candidates password and what that means is that the password needs to.

0:54:36.740 --> 0:54:37.220  
Bengio, Luna  
Remain.

0:54:39.470 --> 0:54:47.160  
Bengio, Luna  
PROTECTED that no information in a passport is shared without the owners consent.

0:54:47.210 --> 0:54:48.500  
Bengio, Luna  
That's what that means.

0:54:48.510 --> 0:55:9.170  
Bengio, Luna  
Obviously, as public servants, we know our information network is is not 100% our own it it belongs to some extent of the organization, but the the goal is to protect the employees privacy and the employees dignity and to make sure that they are at the center of any discussion.

0:55:9.440 --> 0:55:23.0  
Bengio, Luna  
The record regarding their accommodation, the passport as as I said right now is a Word document can be saved by the candidate one at once.

0:55:23.10 --> 0:55:25.360  
Bengio, Luna  
It's completed and then shared.

0:55:25.980 --> 0:55:26.470  
Bengio, Luna  
Uh.

0:55:26.800 --> 0:55:32.390  
Bengio, Luna  
Within the context of a selection process, and then be capped and kept up to date.

0:55:32.400 --> 0:55:40.850  
Bengio, Luna  
So the next time this this individual participates in the difference selection process, well, they don't have to do the same work all over again.

0:55:40.860 --> 0:55:42.990  
Bengio, Luna  
They just need to keep it up to date.

0:55:43.640 --> 0:55:50.370  
Bengio, Luna  
We can go to Slide 7 and on slide seven, we talk about documentation.

0:55:50.760 --> 0:55:53.630  
Bengio, Luna  
One of the the the real.

0:55:55.690 --> 0:56:16.350  
Bengio, Luna  
Factors that slow down the implementation of workplace accommodation in the public service is the multiplication of requests for justification for documentation especially, but not just for people who have invisible disabilities.

0:56:16.960 --> 0:56:46.910  
Bengio, Luna  
Really, the passport can be that supporting documentation, because if there is a conversation between the employee or the candidate and the hiring manager about the barriers that are being faced during the process and the solutions, there is really most often no need for additional documentation or additional justification.

0:56:46.920 --> 0:56:49.720  
Bengio, Luna  
And I can hear many of you thinking. Ohh.

0:56:49.730 --> 0:56:50.420  
Bengio, Luna  
My God, where?

0:56:50.430 --> 0:57:8.180  
Bengio, Luna  
Our department requires medical notes, etcetera, etcetera, really their medical notes, create, create clutter in the system, they create administrative burdens.

0:57:8.400 --> 0:57:29.740  
Bengio, Luna  
Doctors are not often in a position to understand the conditions in the workplace and to understand what's required for an employee to do a specific job in situations where the candidate or employee, and I'm using those terms out, you know kind of interchangeably.

0:57:29.750 --> 0:57:31.600  
Bengio, Luna  
But but do you understand what I mean?

0:57:31.870 --> 0:57:47.190  
Bengio, Luna  
So E in the case the individual doesn't know what the best of solutions are to overcome the barriers they may be facing, there are subject matter experts that understand workplace accommodation.

0:57:47.460 --> 0:57:58.370  
Bengio, Luna  
There are certainly some within the public service and Shared Services Canada accessibility accommodation and adaptive computer technology program.

0:57:58.560 --> 0:58:3.490  
Bengio, Luna  
Act for those of you who know about it, can provide a device.

0:58:3.880 --> 0:58:10.970  
Bengio, Luna  
Others within the public federal public service can provide that advice as well as external.

0:58:11.650 --> 0:58:36.120  
Bengio, Luna  
A professional such as Ergonomists, physiotherapists, occupational therapists, psychotherapist, those people are in a better position to understand the linkages between the obstacles of the employee may be facing in the workplace and what solutions are the most appropriate.

0:58:36.530 --> 0:58:46.860  
Bengio, Luna  
That's why employees or users of the passport are really ask not to include any medical information in the passport.

0:58:46.970 --> 0:58:54.890  
Bengio, Luna  
So no need to know about what the condition of the individual is, what they're diagnosis is, what their treatment is it.

0:58:54.970 --> 0:59:2.640  
Bengio, Luna  
It is really about understanding the barriers and figuring out the best solutions.

0:59:3.790 --> 0:59:18.300  
Bengio, Luna  
On slide eight, you have a lengthened 2 to resources that are available on canada.ca and for those of you who are not have access on GC pedia about the passport.

0:59:18.310 --> 0:59:40.870  
Bengio, Luna  
So the passport form itself videos as that explain that illustrates situations in which of the passport is used, guides, guides, for example to facilitate a conversation between a candidate and the hiring manager about workplace accommodation and a number of other resources.

0:59:41.200 --> 0:59:57.130  
Bengio, Luna  
Officer also offers a series of workshops and information sessions about the passport, how to use it, how to make the most of it, and how it can be used in different situations.

0:59:57.570 --> 1:0:6.680  
Bengio, Luna  
We are also training a number of facilitators to to increase our capacity to deliver that content and to promote the passport.

1:0:7.10 --> 1:0:17.900  
Bengio, Luna  
If your organization is not already either adopting or implementing the passport, please contact the Office of Public Service.

1:0:17.910 --> 1:0:18.900  
Bengio, Luna  
Accessibility.

1:0:19.270 --> 1:0:25.790  
Bengio, Luna  
We'd be happy to support you and to provide more advice and more information.

1:0:26.620 --> 1:0:30.250  
Bengio, Luna  
And with that, Brad, I will turn it back over to you.

1:0:30.700 --> 1:0:31.80  
Bengio, Luna  
Thank you.

1:0:31.930 --> 1:0:38.540  
Harkness, Bradley  
Excellent, great update and definitely a useful tool to help remove barriers and recruitment and to support accessibility and inclusion in the workplace.

1:0:39.480 --> 1:0:44.30  
Harkness, Bradley  
So again, we're limited schedule, but I may actually provide you some time for more questions and answers.

1:0:44.40 --> 1:1:0.450  
Harkness, Bradley  
So I'll now open the question period and invite participants to submit their questions anonymously via the Q&A function at the top of your screen or to send the questions by email via the HRC generic mailbox found in the calendar invitation.

1:1:0.960 --> 1:1:2.910  
Harkness, Bradley  
So let's begin with the first question.

1:1:3.300 --> 1:1:4.910  
Harkness, Bradley  
The first question is for Aaron.

1:1:5.660 --> 1:1:13.220  
Harkness, Bradley  
The government is currently not on track to the hiring target of 5000 net new employees with disabilities by 2025.

1:1:14.30 --> 1:1:16.830  
Harkness, Bradley  
So what can HR professionals do to support this target?

1:1:20.130 --> 1:1:21.400  
Erin Thompson  
Thank you for the question.

1:1:21.570 --> 1:1:31.80  
Erin Thompson  
So I hope that a lot of the guidance and tools that we've provided here today will help answer this question and will help you move towards meeting workforce availability for persons with disabilities.

1:1:31.470 --> 1:1:36.240  
Erin Thompson  
And as I noted, we will be sharing the decks so that you have easy access to those resources.

1:1:36.410 --> 1:1:45.480  
Erin Thompson  
So that's certainly one of the main things that HR professionals can do is to keep these resources and tools that we provided handy.

1:1:46.150 --> 1:1:57.780  
Erin Thompson  
I would also recommend that HR specialists and hiring managers familiarize themselves with their specific departments representation data, and that would be useful for all employee groups.

1:1:57.840 --> 1:2:14.870  
Erin Thompson  
But in this case, specifically for persons with disabilities, because that's key data that can help inform your staffing plans and strategies and inform whether or not the flexibilities that I spoke about under the various legislations do apply as part of your ability to staff.

1:2:15.340 --> 1:2:22.870  
Erin Thompson  
We do provide representation data annually and each year to support the hiring objective.

1:2:23.20 --> 1:2:23.220  
Erin Thompson  
Uh.

1:2:23.230 --> 1:2:35.430  
Erin Thompson  
The PSC shares the updated representation data and hiring targets with departments, so your heads of HR or Diversity champions should have that information handy.

1:2:35.440 --> 1:2:46.910  
Erin Thompson  
If you're looking for it, umm, I think we've talked about it already, but one other thing that myself my colleagues have mentioned is to think longer term about not only hiring but about the retention.

1:2:46.920 --> 1:2:52.550  
Erin Thompson  
So the onboarding and the employee experience and the retention of your hires.

1:2:52.720 --> 1:3:5.110  
Erin Thompson  
So we see in our data and studies high separation rates for employees with disabilities, all too often because of lengthy or incomplete accommodations, processes or other barriers.

1:3:5.220 --> 1:3:18.960  
Erin Thompson  
And although that's outside the strictly staffing process, hiring managers have a role to play in being aware of their duties, their responsibilities for accommodations and equipping their employees for success.

1:3:18.970 --> 1:3:24.900  
Erin Thompson  
So that's one other thing that would go a long way towards meeting these goals.

1:3:25.370 --> 1:3:30.960  
Erin Thompson  
And finally, I encourage you to take advantage of the hiring pools available to you.

1:3:31.530 --> 1:3:45.450  
Erin Thompson  
Save yourself some time and effort when looking for employees because we have various classifications and levels and also encourage you to seek PSC support through your staffing support advisor.

1:3:45.530 --> 1:4:2.340  
Erin Thompson  
The the contact information provided in my deck and one other thing and I think my colleagues have also said it is share your best practices, share your knowledge, your tips and tricks with each other with your colleagues in other departments and here at the PSC.

1:4:2.350 --> 1:4:9.80  
Erin Thompson  
We're also happy to hear those and see who we can partner with and how we can implement things that are working and share those.

1:4:9.820 --> 1:4:11.980  
Erin Thompson  
So hopefully that equipped everybody.

1:4:13.110 --> 1:4:13.680  
Harkness, Bradley  
Next iron.

1:4:14.330 --> 1:4:16.720  
Harkness, Bradley  
So next we have a question for Isabelle or Soleil.

1:4:17.900 --> 1:4:25.450  
Harkness, Bradley  
The question is, in your opinion, what would be the most impactful best practice we can share with managers that can that can be implemented right away?

1:4:33.330 --> 1:4:34.380  
Isabelle Naud  
I can answer that.

1:4:35.210 --> 1:4:44.380  
Isabelle Naud  
So dressing the question is that that's straightforward, because real change often requires a combination of practice ingrained in our workplace culture.

1:4:44.590 --> 1:4:49.120  
Isabelle Naud  
So to make a difference, we really all need to be catalysts for change.

1:4:49.130 --> 1:5:2.260  
Isabelle Naud  
So I would emphasize 1 aspect and it would be the importance of raising awareness and continual education with hiring managers and as well as internally in our HR.

1:5:2.410 --> 1:5:16.250  
Isabelle Naud  
So it would be, you know, possibly as simple as offering a course, umm on recommendations or, you know, focus on inclusion biases and breaking down those barriers.

1:5:16.360 --> 1:5:19.360  
Isabelle Naud  
That would be a good start.

1:5:19.940 --> 1:5:29.970  
Isabelle Naud  
We should really collaborate with our organizations and and those resources that are available to us in order to to get to that point.

1:5:30.130 --> 1:5:32.670  
Isabelle Naud  
That would be my main point.

1:5:35.370 --> 1:5:35.820  
Harkness, Bradley  
Thanks.

1:5:36.520 --> 1:5:38.330  
Harkness, Bradley  
Next question is a bit different.

1:5:38.340 --> 1:5:42.410  
Harkness, Bradley  
I'm not sure exactly who to address it to, but I'll ask it out and see who we can jump in and answer.

1:5:42.420 --> 1:6:3.430  
Harkness, Bradley  
But is anything being done to ensure that fair so essential employees during the performance management process, especially in regards to generics which do not apply to all so persons with disabilities, need individualized targets and work objectives similar to the individual education process in schools where students are assessed, evaluated based on individual criteria, not generic.

1:6:5.210 --> 1:6:12.610  
Harkness, Bradley  
So is there anything being done in that area that's less generic for all and more specific precise for individual requirements?

1:6:15.910 --> 1:6:16.220  
Bengio, Luna  
Right.

1:6:22.560 --> 1:6:22.760  
Harkness, Bradley  
Sure.

1:6:16.230 --> 1:6:44.900  
Bengio, Luna  
At this line that if I can perhaps offer some some elements of response, first of all for the the the vast majority of of people with disabilities, the, the the DOB objectives should be the job objectives and once we have provided as an employer the tools that supports the and and and the measures that can.

1:6:46.10 --> 1:6:51.360  
Bengio, Luna  
Optimize how the employee can do their job.

1:6:51.420 --> 1:6:59.670  
Bengio, Luna  
Then people that would then be in a position to to meet their performance objectives.

1:6:59.860 --> 1:7:26.910  
Bengio, Luna  
And I I think that it would be too much generalizing this say that people with disabilities need specific performance objectives because that just perpetuates the belief that people with disabilities cannot do the job that they're colleagues are asked are asked to do so.

1:7:26.920 --> 1:7:47.110  
Bengio, Luna  
The most important when we talk about performance is to think about before we do performance evaluations to discuss objectives and to provide the necessary workplace accommodation solutions to address the barriers that the employee is facing and sometimes.

1:7:49.210 --> 1:7:58.440  
Bengio, Luna  
Once these barriers have have been identified in, the solutions are in place, there is no reason to think about an individual plan.

1:7:58.450 --> 1:8:1.880  
Bengio, Luna  
The individual plan is about the accommodation.

1:8:1.940 --> 1:8:8.390  
Bengio, Luna  
It's not about the objectives, so and that is in the vast majority of cases now.

1:8:8.400 --> 1:8:17.300  
Bengio, Luna  
Now, there may be situations that are different and I'm not saying that, but I think we need to start from from this premise.

1:8:17.680 --> 1:8:18.120  
Bengio, Luna  
Thank you.

1:8:18.710 --> 1:8:20.960  
Harkness, Bradley  
So did you wanna add anything?

1:8:20.970 --> 1:8:21.960  
Harkness, Bradley  
I noticed you came on camera.

1:8:29.70 --> 1:8:30.850  
Harkness, Bradley  
Not your mic is not working.

1:8:37.180 --> 1:8:37.560  
Harkness, Bradley  
Not yet.

1:8:39.60 --> 1:8:40.620  
Harkness, Bradley  
We can see you now, though, which is great.

1:8:41.370 --> 1:8:41.740  
Harkness, Bradley  
That's good.

1:8:46.250 --> 1:8:46.430  
Bengio, Luna  
Like.

1:8:48.700 --> 1:8:48.930  
Harkness, Bradley  
No.

1:8:51.800 --> 1:8:52.630  
Karyne Montigny  
Now is it working?

1:8:53.120 --> 1:8:53.260  
Harkness, Bradley  
Yes.

1:8:56.40 --> 1:9:0.770  
Karyne Montigny  
I think somebody muted me, but OK, now it's working.

1:9:2.170 --> 1:9:3.820  
Karyne Montigny  
Knows something came to mind.

1:9:3.830 --> 1:9:7.190  
Karyne Montigny  
When when the question was posed that so it it.

1:9:9.600 --> 1:9:10.560  
Karyne Montigny  
Public Service Commission.

1:9:10.570 --> 1:9:16.500  
Karyne Montigny  
We're here representing Public Service Commission for the majority of us and thankfully we're joined by Luna, but.

1:9:18.880 --> 1:9:20.420  
Karyne Montigny  
Biases and assessments?

1:9:21.90 --> 1:9:29.120  
Karyne Montigny  
Umm, they can be introduced, whether it's selecting someone for position or when when rating their performance.

1:9:29.170 --> 1:9:31.630  
Karyne Montigny  
So I'm I'll.

1:9:31.640 --> 1:9:54.570  
Karyne Montigny  
I'll just draw everyone back to the first step in the inclusive recruitment toolkit, which is about becoming more aware of your biases and they are literally the same ones that the that apply in recruitment and hiring practices and also in performance management.

1:9:54.580 --> 1:10:7.290  
Karyne Montigny  
And I recall Treasury board secretary and issuing actually some guidance on how to be mindful of biases and assessments and that's the link that I would made that I would make about this.

1:10:8.370 --> 1:10:8.740  
Harkness, Bradley  
OK.

1:10:8.790 --> 1:10:9.400  
Harkness, Bradley  
Thank you.

1:10:10.50 --> 1:10:21.220  
Harkness, Bradley  
Our next question I think is for you, Aaron, cause it's about the first presentation, were you define persons with disabilities defined as physical, mental, sensory, psychiatric or learning impairment.

1:10:22.70 --> 1:10:30.660  
Harkness, Bradley  
The question is, where does this definition come from and the individual has question finds a term cyclic to be a bit problematic and stigmatizing.

1:10:32.670 --> 1:10:34.510  
Erin Thompson  
I did see that question there in the chat.

1:10:34.520 --> 1:10:34.870  
Erin Thompson  
Yes.

1:10:34.880 --> 1:10:44.210  
Erin Thompson  
So that is the definition that is in the Employment Equity Act, and that is an older definition that is being reviewed at the moment.

1:10:44.220 --> 1:10:54.740  
Erin Thompson  
The ACT itself, there's a task force as well as the Accessible Canada Act, which has offered a more comprehensive definition of disability.

1:10:54.800 --> 1:11:0.320  
Erin Thompson  
So I certainly can understand how certain words may trigger or RAM.

1:11:1.300 --> 1:11:3.370  
Erin Thompson  
Uh, not sit well with some people.

1:11:3.480 --> 1:11:14.710  
Erin Thompson  
That definition was used specifically on the slide referring to the Employment Equity Act, just to provide a reference for how that act defines what flexibilities are offered.

1:11:15.180 --> 1:11:17.530  
Erin Thompson  
But thank you for the note moving forward.

1:11:17.540 --> 1:11:23.80  
Erin Thompson  
I will reconsider whether that is the definition that we would continue using or not.

1:11:25.190 --> 1:11:25.580  
Harkness, Bradley  
Thank you.

1:11:25.950 --> 1:11:39.500  
Harkness, Bradley  
The next one I'm gonna combine two questions, but I think it's related to both, but it's the first part of it was where can we get the resources and tools and obviously through the presentations today and many of your presentations had links to the tools and resources available.

1:11:39.930 --> 1:11:50.460  
Harkness, Bradley  
But the second question is a bit of a coordination of those efforts is is there a website where all the different programs catered for persons with disabilities can be centralized and made accessible for HR advisors as well?

1:11:51.30 --> 1:11:55.510  
Harkness, Bradley  
Some programs and initiatives need to be shared, communicated efficiently in order to reach the goal.

1:11:55.820 --> 1:12:12.90  
Harkness, Bradley  
So it's kind of dispersed through the public service world, but is there a place that we can start maybe thinking about centralizing for these kind of efforts and I don't know again which two ask the question too, but I think certainly starting with my PSC colleagues, maybe a good start.

1:12:13.110 --> 1:12:13.660  
Erin Thompson  
Certainly.

1:12:13.670 --> 1:12:34.920  
Erin Thompson  
So in the chat I had pasted the link in response to that question to the virtual door for talent with disabilities and that is on GC PEDIA that is what we are calling a one stop shop and that will that sort of portal will link to all of the inventories that I had mentioned in my presentation.

1:12:35.130 --> 1:12:40.980  
Erin Thompson  
It will also link to the student information and information about the programs for students and graduates.

1:12:41.150 --> 1:12:48.960  
Erin Thompson  
It will link to various tools for hiring managers and it is sort of the place where I would recommend that you start.

1:12:48.970 --> 1:12:59.920  
Erin Thompson  
If you're looking for all of these tools, the inclusive recruitment toolkit of course has also some consolidated information with additional tools that it will mention as well.

1:13:0.210 --> 1:13:16.840  
Erin Thompson  
Regarded with regards to persons with disabilities, so both of those are strong resources and that is exactly what we've been aiming for with the virtual doors to have those in one place and make it easier for hiring managers to access that information.

1:13:19.530 --> 1:13:19.870  
Harkness, Bradley  
Kiran.

1:13:22.740 --> 1:13:23.640  
Harkness, Bradley  
Sue me, yeah.

1:13:20.730 --> 1:13:27.420  
Bengio, Luna  
The Brad if I can add its Luna Andrea GC Pedia for the Office of Public Service.

1:13:27.430 --> 1:13:47.660  
Bengio, Luna  
Accessibility has an accessibility hub, so beyond the all of the resources that Aaron has identified, the accessibility hub includes guides, tips, anything, any type of tool that you may want to use to raise awareness.

1:13:47.670 --> 1:14:20.730  
Bengio, Luna  
For example, within your organization to address issues around accessibility, for example of documents or in the built environment, definitely extensive resources about the Government of Canada Workplace accessibility passport, including our newsletter, the the, the the next edition is as going to be disseminated in the next week or so and all the previous editions of the passport newsletters are available on the accessibility hub.

1:14:27.180 --> 1:14:27.380  
Harkness, Bradley  
Right.

1:14:20.990 --> 1:14:29.990  
Bengio, Luna  
So if you go to the opposite page on GC Pedia, Unfortunately I can put the link right now, but you will find all those resources.

1:14:31.430 --> 1:14:31.850  
Harkness, Bradley  
Excellent.

1:14:31.860 --> 1:14:32.400  
Harkness, Bradley  
Thank you, Laura.

1:14:33.410 --> 1:14:49.700  
Harkness, Bradley  
This is a bit related to current environment in the public service, but question is we are in the process of an organizational restructure with along with staffing cuts, how are we going to meet our persons with disability recruitment efforts in the face of these budget cuts?

1:14:51.750 --> 1:14:53.100  
Harkness, Bradley  
How do you balance the two things?

1:14:53.110 --> 1:14:54.130  
Harkness, Bradley  
I guess is the real question.

1:14:57.880 --> 1:15:10.730  
Erin Thompson  
So I will jump in on that one and I don't have a hard and fast answer and I don't have any concrete tips because it is a difficult situation and one that will vary from department to department.

1:15:10.860 --> 1:15:14.290  
Erin Thompson  
So I can't provide specifics.

1:15:14.960 --> 1:15:27.190  
Erin Thompson  
All I could do is encourage you to work with your staffing advisors who will know the staffing ends and outs for your particular department and what has been decided as far as the budget cuts.

1:15:27.810 --> 1:15:29.110  
Erin Thompson  
Uh, certainly.

1:15:29.210 --> 1:15:33.960  
Erin Thompson  
The clerks called action and the various drivers remain in place.

1:15:34.160 --> 1:15:43.100  
Erin Thompson  
And so I would imagine that where there is the ability to move forward again, your staffing advisors would be the one who would have that information.

1:15:43.110 --> 1:15:50.400  
Erin Thompson  
Unfortunately I don't have as I said, any harder, fast to advise, but that would be my.

1:15:50.830 --> 1:16:1.820  
Erin Thompson  
My tip would be to just keep in contact with your staffing advisors and making sure that you are aware of sort of where your individual department stands.

1:16:2.820 --> 1:16:3.310  
Harkness, Bradley  
OK.

1:16:5.180 --> 1:16:9.800  
Harkness, Bradley  
Question is the individuals looking for information on the newer diversity team project?

1:16:9.810 --> 1:16:14.770  
Harkness, Bradley  
So where can someone on this call or outside of this call get more information?

1:16:22.500 --> 1:16:24.380  
Harkness, Bradley  
Was that a question for me be Saleh and?

1:16:30.160 --> 1:16:30.740  
Harkness, Bradley  
Maybe not.

1:16:31.140 --> 1:16:33.710  
Harkness, Bradley  
You will have to get back to that question afterwards and then.

1:16:33.830 --> 1:16:36.180  
Karyne Montigny  
Yes, it is for selecting the bill.

1:16:36.370 --> 1:16:37.150  
Karyne Montigny  
Where have they gone?

1:16:40.150 --> 1:16:42.380  
Karyne Montigny  
They might not have the information, but I'm just.

1:16:42.390 --> 1:16:44.220  
Karyne Montigny  
Uh, I'm receiving information.

1:16:44.230 --> 1:16:54.380  
Karyne Montigny  
I'm just being told that you can send us an email about that specific project that organized either presentations or for discussions.

1:16:55.360 --> 1:16:55.750  
Harkness, Bradley  
Perfect.

1:16:55.760 --> 1:16:55.960  
Harkness, Bradley  
Thanks.

1:16:58.490 --> 1:17:3.180  
Harkness, Bradley  
And in the presentations that was mentioned at the PSC provides hiring targets for departments.

1:17:3.730 --> 1:17:8.180  
Harkness, Bradley  
When were the hiring target shared with departments for 2324?

1:17:10.440 --> 1:17:11.490  
Erin Thompson  
So that's me again.

1:17:11.680 --> 1:17:20.190  
Erin Thompson  
So the hiring targets were shared with deputy ministers in February 2023, and that's a cyclical exercise.

1:17:20.200 --> 1:17:43.800  
Erin Thompson  
So usually in February of every year PSC works with OPSA and OCHRO to issue those targets and to also use our macro simulation tool to provide the target not only for departmental representation, but for a stretch target that departments are hopefully able to meet in order to fulfill the 5K staffing objective.

1:17:43.930 --> 1:17:47.640  
Erin Thompson  
And so those we only get that information annually.

1:17:47.650 --> 1:17:53.80  
Erin Thompson  
And So what your heads of HR will likely have that if you're looking for your own departmental information.

1:17:56.560 --> 1:17:56.830  
Harkness, Bradley  
Perfect.

1:17:58.270 --> 1:18:2.120  
Harkness, Bradley  
I'm not sure if it's just on my side, but the screen seems to have frozen.

1:18:2.190 --> 1:18:3.140  
Harkness, Bradley  
Ohh, I think we're back now.

1:18:3.200 --> 1:18:3.690  
Harkness, Bradley  
So we're good.

1:18:5.320 --> 1:18:14.290  
Harkness, Bradley  
So I'll leave you from the next series of questions, Aaron, we'll we'll pass the responsibility over to Luna, but Luna have a few questions for you.

1:18:14.300 --> 1:18:24.240  
Harkness, Bradley  
If you're fill those answers still, so the first one is the passport available for assessment portion of a staffing process or only for on the job accommodations?

1:18:30.160 --> 1:18:32.140  
Bengio, Luna  
Hi yes Brad, I am available.

1:18:32.150 --> 1:18:34.440  
Bengio, Luna  
I'm having some some technical difficulties.

1:18:34.610 --> 1:18:36.620  
Bengio, Luna  
Would you mind repeating the question?

1:18:37.260 --> 1:18:37.970  
Harkness, Bradley  
No problem.

1:18:37.980 --> 1:18:45.460  
Harkness, Bradley  
So the question is, is the passport available for the assessment portion of the staffing process or only for the on the job accommodations?

1:18:47.200 --> 1:19:13.910  
Bengio, Luna  
The passport is available for the assessment portion of the staffing process now because the passport it is based on an agreement between an individual and their manager in the context of a selection process, the agreement would have to take place between the individual and either the hiring manager or the OR the people.

1:19:13.920 --> 1:19:25.100  
Bengio, Luna  
For example, the staffing advisors representing the manager representing the organization that has the duty to provide the accommodation.

1:19:25.110 --> 1:19:31.280  
Bengio, Luna  
So let's realize that the duty to accommodate is an organizational responsibility.

1:19:31.510 --> 1:20:16.420  
Bengio, Luna  
Whoever is responsible for you know, meeting that duty or that obligation for the organization in the context of the selection process can be the the the person who signs the agreement with the individual that is created, a passport and all the agreement only says that the two parties have agreed that a series of measures or tools or solutions will be provided, and it it really documents that agreement and because the passport is available on canada.ca, it's also available to external candidates.

1:20:17.470 --> 1:20:17.880  
Harkness, Bradley  
Excellent.

1:20:17.950 --> 1:20:18.460  
Harkness, Bradley  
Thank you.

1:20:18.830 --> 1:20:19.900  
Harkness, Bradley  
And just stay on the line.

1:20:19.910 --> 1:20:21.860  
Harkness, Bradley  
You know the next two questions are also for you.

1:20:23.90 --> 1:20:23.290  
Bengio, Luna  
From.

1:20:21.870 --> 1:20:28.700  
Harkness, Bradley  
So first one is does the passport apply to employees as well As for combinations in the workplace?

1:20:28.870 --> 1:20:37.810  
Harkness, Bradley  
For example, if an employee has an accommodation to work from home at their current department and it is on their passport, will that follow them to their new department?

1:20:39.590 --> 1:21:2.200  
Bengio, Luna  
Certainly if the employee has an accommodation to work from home is because there's been a conversation between the employee and their manager to determine that there was no other solution to address the barriers that the employee was facing.

1:21:2.310 --> 1:21:6.460  
Bengio, Luna  
And therefore remote work has been identified as the solution.

1:21:6.780 --> 1:21:37.940  
Bengio, Luna  
Certainly it it needs to be the starting point of the conversation with the new department and the new manager, and we strongly encourage the the new hiring manager, the new department, to really be open to considering the the solutions that were put in place by the former department and to make sure that the employees is given a maximum of flexibility.

1:21:38.210 --> 1:21:50.690  
Bengio, Luna  
Obviously, there's always an opportunity for more conversation between the new manager and the employee, but it needs to be done in a constructive and open man.

1:21:51.960 --> 1:21:52.450  
Harkness, Bradley  
Perfect.

1:21:52.900 --> 1:21:54.230  
Harkness, Bradley  
So I have the next two questions.

1:21:54.240 --> 1:22:4.470  
Harkness, Bradley  
I'm gonna combine cause I think there's a bit of the same theme here, but it's about the, UM, the passport moving with you from position to position or from department to department.

1:22:4.660 --> 1:22:19.210  
Harkness, Bradley  
So the question revolves around how sure will individual be that it their accessibility passport will be honored at another department and as an example, the broadening of the use of the passport.

1:22:19.740 --> 1:22:24.540  
Harkness, Bradley  
Is it possible to have a candidate passport that perhaps a company is a candidate application and PSRS?

1:22:27.610 --> 1:23:8.930  
Bengio, Luna  
OK, so the password is designed to follow the employee throughout their career in the public service and it is based on the notion that the directive on the duty to accommodate, which is the the, the current church board policy and for separate employers, they may have as similar as similar requirements that this directive recognizes that any accommodation that is provided in one organization, especially if it's tangible assets should follow, should follow the employee so that the the passport.

1:23:9.200 --> 1:23:33.520  
Bengio, Luna  
Can I extend that that extends that premise and says that if you, if you have documented your barriers and your solutions in one organization and nothing else has changed, so the nature of of the job hasn't changed, the condition of the individual hasn't changed, then the passport should be honored by the next step by the next department.

1:23:33.640 --> 1:23:35.480  
Bengio, Luna  
Now the question of PSRS.

1:23:35.530 --> 1:23:38.580  
Bengio, Luna  
I will not even venture to go there.

1:23:38.590 --> 1:24:1.360  
Bengio, Luna  
I think eventually, hopefully when the digital solution, the digital version of the passport is available, there would be opportunities to integrate with other existing or other enterprise systems such as the the PSC's, yeah, recruitment and and platforms.

1:24:3.980 --> 1:24:4.320  
Harkness, Bradley  
Excellent.

1:24:5.160 --> 1:24:24.730  
Harkness, Bradley  
Umm, next question is a bit more complicated and I can jump in as well because I used to be the director of the Public Service Occupational Health program, but the question revolves around SLE testing for candidates who have requested accommodations in one case by example, the request for an oral SLE was delayed by almost eight months.

1:24:25.320 --> 1:24:30.560  
Harkness, Bradley  
What has the PSC been doing to improve access to SLE testing for those who require accommodations?

1:24:40.130 --> 1:24:42.800  
Isabelle Naud  
Hi umm so I can take this one.

1:24:42.990 --> 1:25:11.0  
Isabelle Naud  
So if the question is with respect to the amount of time it took to get the accommodations report for the SLE test, umm, the the personal psychology sent through the PC has come a long way in addressing their backlog and I understand that the delays are now associated with really complex cases or if they're waiting awaiting reports of some kind.

1:25:11.10 --> 1:25:14.680  
Isabelle Naud  
But the delays are far less than they were.

1:25:14.730 --> 1:25:34.330  
Isabelle Naud  
If the delay that there's they're talking about is about the time it takes to get and an oral test schedule, then I'm the PC is or the PSC is quite aware of the delays and is addressing them by coming up with with new solutions.

1:25:34.340 --> 1:25:44.630  
Isabelle Naud  
So I'm not sure exactly which one they were talking about, but on the PSC is aware of the delays and we are doing everything we can to address those.

1:25:45.40 --> 1:26:4.380  
Isabelle Naud  
Those issues with respect to SLE, the new candidate platform that was developed for the online test, is a much more flexible platform to do as Lee testing and it has also reduced the wait time for the reading and writing tests.

1:26:5.650 --> 1:26:6.40  
Harkness, Bradley  
Excellent.

1:26:5.370 --> 1:26:6.650  
Isabelle Naud  
I hope that address the question.

1:26:8.320 --> 1:26:8.750  
Harkness, Bradley  
Thank you.

1:26:8.760 --> 1:26:9.960  
Harkness, Bradley  
I I forget to mention.

1:26:9.970 --> 1:26:12.230  
Harkness, Bradley  
Uh, there are some more questions.

1:26:12.280 --> 1:26:16.490  
Harkness, Bradley  
Uh, but we won't be able to get to them today just because we're running out of time.

1:26:16.500 --> 1:26:18.930  
Harkness, Bradley  
So I wanted to thank our presenters from the PSC.

1:26:18.940 --> 1:26:19.530  
Harkness, Bradley  
Aaron.

1:26:19.540 --> 1:26:25.390  
Harkness, Bradley  
Captain Saleh, Isabelle and Luna from the Office of Public Service accessibility.

1:26:26.120 --> 1:26:27.610  
Harkness, Bradley  
Thank you for your presentations.

1:26:27.620 --> 1:26:34.30  
Harkness, Bradley  
The HR community is now better equipped to support the recruitment and retention of persons with disabilities, or at least we're starting to get there.

1:26:34.40 --> 1:26:47.460  
Harkness, Bradley  
I would be more likely to say, and Many thanks to the HR Council Office for the support today to conclude, I'd like to express my appreciation for the collective efforts performed by the HR community each day with unwavering dedication and genuine passion.

1:26:47.750 --> 1:26:51.300  
Harkness, Bradley  
We play a crucial role in effectively managing a child within the federal public sector.

1:26:51.730 --> 1:26:55.440  
Harkness, Bradley  
Together, we will continue to actively build and support a diverse and inclusive workforce.

1:26:56.590 --> 1:26:58.60  
Harkness, Bradley  
Thank you to everyone and have a great day.