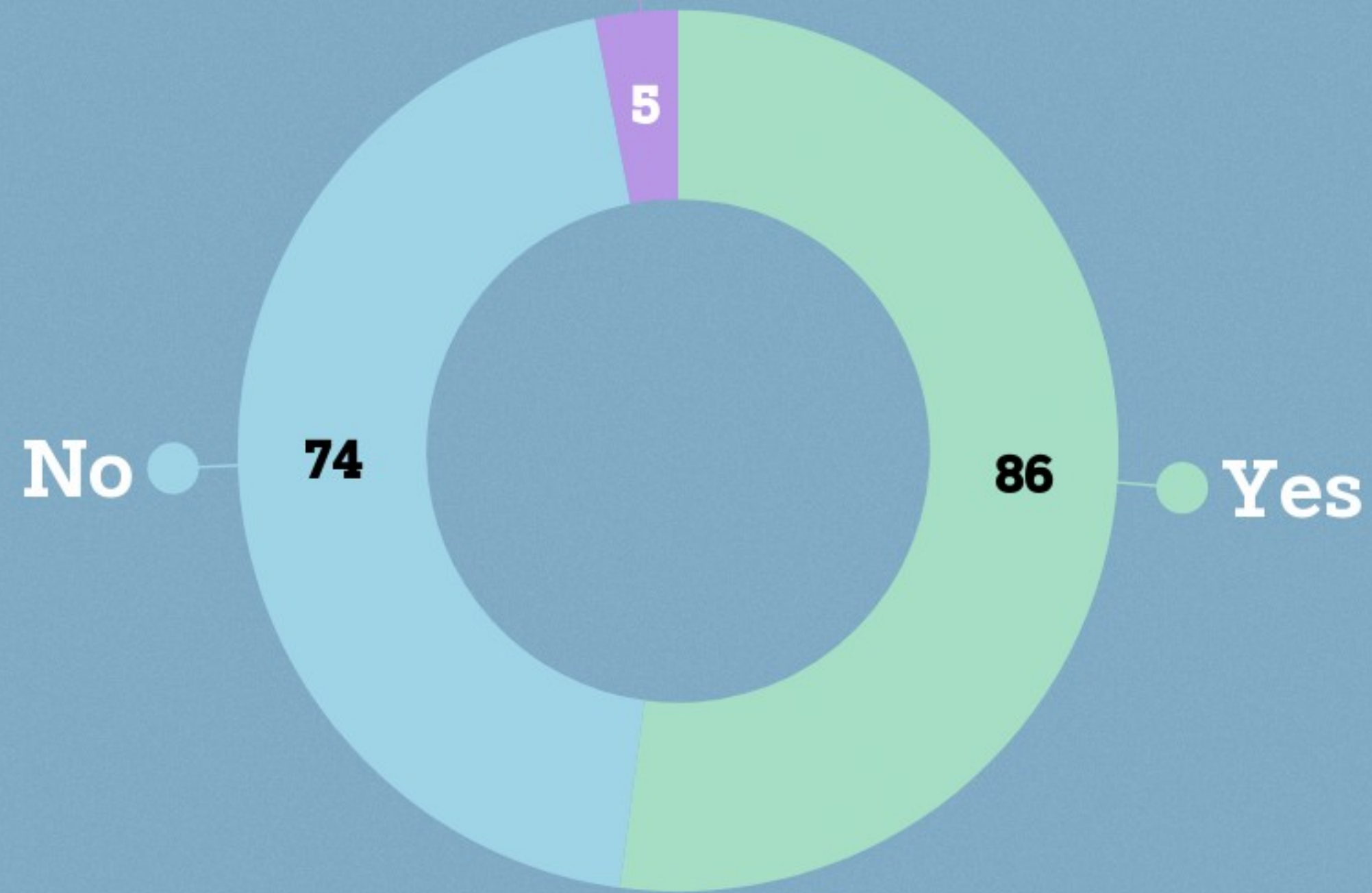


Diversity and Inclusion in Action

Mentimeter Survey

Do you self-identify as a visible minority?

Prefer to not answer



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Equality and equity are not the same thing. Equality may not be symmetrical, while equity can be gauged through a variety of metrics

Equity is being fair and impartial. Equality is being equal in status, rights and opportunities. So they are different and should be considered in meaning and

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They are different. Equity is necessary, and equality was never a possibility given systemic racism, personal bias etc.

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How does ISC measure up on ensuring an equal and/or equitable workplace?

i am quite sure

N/A. I am not a ISC employee

good

ISC is , based on policy , regulations, legislation, biased against equality because it's definition of equality assumes a symmetrical approach; ISC's focus is on equity which ignores the asymmetric nature of equality

ISC has diversity in the workplace

ISC seems very equitable compared to other federal depts I've worked at.

I am new to this department, so i'll have to wait and see.

In terms of equality, they generally try to adhere to general PS principles. However, I don't think much is being done to address inequity.

I am new and i do not know how ISC is measuring it.

I do not know

Each one has a voice

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Please speak to your personal perspective on:



What kind of actions do you see the Visible Minority Working Group taking to advance equity within our workplace?

If this working group wish to succeed it need to know who their audience is. They need to reach out to the Visible Minority community and see who they are, learn about their experiences in the P S and actively listen to their stories

Working with Senior Management to develop fair, transparent processes to enhance recruitment, advancement, including talent management and retention for Visible Minority employees. Ensuring the workplace is free of discrimination and harrassment.

Representation of visible minorities - especially black people - in the senior ranks. Development programs for employees who have remained static

All inclusive actions

A review of policies, regulations and legislation through a lens of equality being asymmetric. Focus educational initiatives for Supervisors and Managers so that they understand the difference between equality and equity

Encouraging the conversation around the issue of equity .

Make sure that during the interview the person of visible minority being interviewed should have on the panel someone from visible minority.

Advocate for minority employees to obtain the same platform to advance in career and participate in the decision-making.

Recruitment.

Identifying practical steps to ensure equity in recruitment, retention and promotion.

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Educate themselves on group dynamics , team building and making efforts to break down the barrier of me/us vs. them., in order to focus everyone's efforts on our primary function, serving the First Nations of this country

To provide mentorship for visual minority employees

Promotion from within and more acting opportunities.

Reflect their presence in management. Development programs for those who have remained stagnant in entry level positions for the duration of their career.

Create mentorship and developing practical and measurable actions.

Seeking the input of visible minority employees in the development of practical steps.

Create a community where they feel they belong

Outreach; eliminate exams and ease on French language requirement.