



## What is Employment Equity?

Employment Equity is a program implemented to ensure that all job

The Policy defines Dalhousie's Employment Equity commitment and implementation criteria for extending affirmative treatment to the four designated groups recognized by the government. Aboriginal Peoples (especially Mi'kmaq), Persons with a Disability, Racially Visible People (especially people of Black African descent or indigenous to Nova Scotia), and Women. Copies of the Policy are available from Human Rights & Equity Services.

## **Why does Dalhousie have an Employment Equity Policy?**

Dalhousie University began exploring Employment Equity issues in 1981 and 1984; an Affirmative Action program directed to the appointment of female academics was introduced. In 1986, the federal government passed the Employment Equity Act and established the Federal Contractors Program (FCP) in 1989.

The program requires that in order to receive government contracts and/or grants over \$200,000, organizations with 100 or more employees must commit themselves to the implementation of Employment Equity. Most universities in Canada are members of this program.

As a member of the Federal Contractors Program, Dalhousie is required to submit bi-annual reports demonstrating our progress in increasing the representation and distribution of members of the four designated groups on campus. We are also required to describe any initiatives taken to improve the climate for members of the designated groups.

## **What is the role of Human Rights & Equity Office?**

Created in August 1990, Human Rights & Equity Services is mandated to review employment systems for signs of systemic discrimination and to assist all faculties and administrative units in the planning and implementation of Employment Equity programs. Human Rights & Equity Services also receives and provides advice on complaints of discrimination directed towards members of the designated groups. Human Rights & Equity Advisor and staff are available for consultation, assistance in the development of training programs, and advice on all matters related to equity in the workplace.

## What is the Council on Employment