DIVERSITY and INCLUSION

THREE-YEAR ACTION PLAN

FIFTEEN COMMITMENTS TO STRENGTHEN
DIVERSITY AND INCLUSION IN THE BC PUBLIC SERVICE

Mandatory diversity and inclusion training for all employees

Targeted recruitment and outreach to under-represented equity groups

Training for hiring managers in inclusive hiring and onboarding

Expanded use of Indigenous relations behavioural competencies

Accelerated development of diverse talent as part of succession management

A new Indigenous recruiter to support Indigenous applicants through the hiring process

Access to BC Public Service careers for youth aging out of care

Establish Indigenous assistant deputy minister roles

A new Indigenous Leadership and Mentorship Program

Implement inclusive language guidelines

A new executive
Diversity and Inclusion Board

A new Joint
Diversity and Inclusion Task Force

Implement a new LGBTQ2S+ Inclusion Index

Embed inclusion as a key theme in corporate recognition programs

Advocate for a Federal-Provincial
-Territorial Working Group on
public service diversity and inclusion

October 2017

