

Diversity

Where We All Belong



Inclusion

Three-Year Strategy
[2021 – 2024]

Ensure the BC Public Service is reflective of our province and inclusive of Indigenous peoples, minority communities, immigrants, persons with disabilities, and the LGBTQ2S+ community.

Goals

Goal 1

Support an increasingly diverse workforce.

Goal 2

Enhance inclusion in the workplace.

Goal 3

Build a strong foundation for lasting and meaningful reconciliation.

Goal 4

Remove barriers to accessibility in the workplace.

Areas of Focus

Leadership and Education

Leaders and employees increase their D&I competence, and executive and senior leaders are champions in implementing change.

Structure and Alignment

Ensure planning, governance structures and supports are in place to align with D&I vision and goals, and to effectively manage deliverables.

Recruitment and Retention

Integrate D&I principles and objectives into recruitment and retention efforts.

Flexibility

Support work-life integration flexibility.

Desired Outcomes

D&I competence is increased in the BCPS.

Related HR policies and legislation are clearly understood and complied with.

Individuals are treated equitably and ethically with dignity and respect.

Organizational performance is improved.

Better policy and service delivery outcomes.



Where ideas work