THREE-YEAR ACTION PLAN
FIFTEEN COMMITMENTS TO STRENGTHEN DIVERSITY AND INCLUSION IN THE BC PUBLIC SERVICE

- 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
- Mandatory diversity and inclusion training for all employees
- 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