

Diversity and Inclusion Action Plan

THREE-YEAR ACTION PLAN

Fifteen commitments to strengthen diversity and inclusion in the BC Public Service.

DIVERSITY:

- **Targeted recruitment and outreach to under-represented equity groups.**
We will work in partnership with key stakeholder communities to recruit diverse talent.
- **Training for hiring managers in inclusive hiring and onboarding.**
We will better prepare hiring managers and embed inclusive practices in hiring as part of new hiring manager certification training.
- **Expanded use of Indigenous relations behavioural competencies.**
We will make these mandatory for priority positions that engage with Indigenous communities.
- **Accelerated development of diverse talent as part of succession management.**
We will ensure we have a strong pipeline of diverse leadership candidates over time.
- **A new Indigenous recruiter to support Indigenous applicants through the hiring process.**
The recruiter will support applicants and inform improvements to remove barriers in hiring.
- **Access to BC Public Service careers for youth aging out of care.**
We will develop a new opportunity for youth aging out of care to pursue public service careers.
- **Establish Indigenous assistant deputy minister roles.**
We will identify appropriate roles per the recommendation of the Truth and Reconciliation Commission.

INCLUSION:

- **Mandatory diversity and inclusion training for all employees.**

We will provide opportunities for every employee to better understand, value and model diversity and inclusion, beginning with executive and senior leaders.

- **A new Indigenous Leadership and Mentorship Program.**

We will focus on developing stronger Indigenous representation in leadership roles.

- **Implement inclusive language guidelines.**

We will support all employees to adopt inclusive communication in the workplace.

- **A new executive Diversity and Inclusion Board.**

This board of executives will oversee and champion diversity and inclusion initiatives.

- **A new Joint Diversity and Inclusion Task Force.**

A new Joint Diversity and Inclusion Task Force comprised of representatives from the BC Public Service Agency, the BC Government and Service Employees' Union (BCGEU) and the Professional Employees Association (PEA) will work collaboratively to strengthen diversity and inclusion.

- **Implement a new LGBTQ2S+ Inclusion Index.**

We will explore options to assess our support of inclusion for LGBTQ2S+ (lesbian, gay, bisexual, transgender, queer, two-spirit) employees and identify improvements.

- **Embed inclusion as a key theme in corporate recognition programs.**

We will ensure inclusion is a priority in our corporate recognition, and showcase results.

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

We will share best practices and help elevate diversity and inclusion in the public service across Canada.

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