

Jumbo Glacier Resort Master Plan

Appendix 7-A

Sample First Nations Employment Equity Plan

SAMPLE FIRST NATIONS EMPLOYMENT EQUITY PLAN

OVERALL OBJECTIVE:

To have a representative number of Aboriginal people working at all levels in the organization

GOAL: 5 % of the workforce will be people of Aboriginal ancestry

Activity	Steps	Timeframes	Resources	Results
HR Policies to systemically reflect Equity principles and Employment Equity philosophy	Polices will be reviewed by an external Equity consultant for systemic barriers to all Equity groups	Prior to start up of Operations	NA	Discrimination-free policies and procedures
Develop awareness sessions to be held with all Managers on the objectives of the Employment Equity Policy	<ol style="list-style-type: none"> 1. Development of sessions 2. Delivery of sessions with Managers 	Prior to start up of Operations	[TBD] To be determined - \$, people	
Recruitment of Aboriginal people – goal of 5% of all positions to be held by Aboriginal people where numbers and skills permit	<ol style="list-style-type: none"> 1. Meetings held with the KKTC to outline positions available and entrepreneurial opportunities available 2. Posters of positions available put up in all Band offices 3. A series of “How to apply” workshops held 	<p>Prior to start up of Operations</p> <p>Prior to start up</p> <p>Prior to start up</p>	<p>TBD</p> <p>Materials</p> <p>People, salaries, materials</p>	<p>Large number of applicants to choose from</p> <p>Applicants have</p>

	<p>in each Band area</p> <p>4. Interviews to be held on each reserve.</p> <p>5. 5% of the positions will be held specifically for native applicants, where numbers and skills permit.</p> <p>6. A target of 5% of all contracts and sub-contracts reserved for Aboriginal businesses.</p> <p>7. All contractors required to work towards achieving same equity plan.</p> <p>9. One supervisory position and one managerial position designated for the recruitment or training of an Aboriginal person to fill.</p>	<p>On-going</p> <p>On-going</p> <p>On-going</p> <p>On-going, to be reviewed annually</p>	<p>People, salaries</p> <p>NA</p> <p>NA</p> <p>NA</p> <p>NA</p>	<p>appropriate resumes for screening purposes and perform well on interviews</p> <p>Targets met</p>
Training	<p>1. Employee orientation to include sections on Aboriginal cultural awareness, harassment –free policies.</p> <p>2. Aboriginal recruits to skilled positions</p>	<p>On-going</p> <p>On-going</p>	<p>NA</p> <p>People, time, \$</p>	<p>Few incidents of grievances on the basis of discrimination</p> <p>Performance appraisals reflect</p>

	<p>have a specific training, coaching/mentoring program in place.</p> <p>3. System of developmental opportunities in place for those individuals expressing the desire to move up the organization</p>	On-going	People, time, \$, consultants, training programs	<p>competencies in the position</p> <p>Career paths established for individuals, training programs used</p>
Workplace	<p>1. Establish a committee of Aboriginal workers to advise management on issues that arise in the workplace and support services required.</p> <p>2. Enforce a zero-tolerance of harassment in the workplace</p> <p>3. Ensure staff facilities encourage the expression of Aboriginal participation in the workplace and in the</p>	<p>On-going</p> <p>On-going</p> <p>On-going</p>	<p>People, time, \$</p> <p>NA</p> <p>People, time, \$,</p>	<p>Minimal loss of Aboriginal staff</p> <p>Few grievances on the basis of discrimination</p> <p>Enhanced understanding of Aboriginal customs and history by all staff</p>

	history of the resort. (eg. Dreamcatchers, Aboriginal art, smudging ceremonies)			
Transportation	Staff transportation to the resort covers all the Bands (if there are employees from each band)	On-going	Equipment, \$, people	Low absentee rate
Retention	Hold exit interviews to determine reasons for leaving and things that can be done to keep Aboriginal employees.	On-going	People, time, \$	Higher retention rates

This is an example/sample of how an Employment Equity Plan will be developed and implemented. A similar Employment Equity plan will be developed for Local Residents.