

# DECISION/DIRECTION NOTE

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**Title:** Employment Equity Policy Approval

**Date Prepared:** November 29, 2024

**Report To:** Committee of the Whole

**Councillor and Role:** Councillor Ron Ellsworth, Finance & Administration

**Ward:** Choose an item.

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## Decision/Direction Required:

For Council to approve the revised and updated Employment Equity policy.

## Discussion – Background and Current Status:

- The existing Employment Equity policy had not been reviewed or revised since 1994
- Modifying the policy to reflect current legislation, making the policy language more general and encompassing, requiring less frequent revisions
- The new policy language has been developed in consultation with legal partners based on supporting research

## Key Considerations/Implications:

1. Budget/Financial Implications: N/A
2. Partners or Other Stakeholders: Any current and future applicants and employees of the City.
3. Is this a New Plan or Strategy: No

If yes, are there recommendations or actions that require progress reporting?

If yes, how will progress be reported? (e.g.: through the strategic plan, through Cascade, annual update to Council, etc.)

4. Alignment with Strategic Directions:

An Effective City: Ensure accountability and good governance through transparent and open decision making.

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Choose an item.

5. Alignment with Adopted Plans: N/A
6. Accessibility and Inclusion: Consulted and contributed to the policy
7. Legal or Policy Implications: Yes
8. Privacy Implications: N/A
9. Engagement and Communications Considerations: N/A
10. Human Resource Implications: N/A
11. Procurement Implications: N/A
12. Information Technology Implications: N/A
13. Other Implications: N/A

**Recommendation:**

That Council approve the revised Employment Equity policy

**Prepared by: Leanne Piccott, Manager, Advisory Services**

**Approved by: Sarah Hayword, Director, Human Resources**