

## Diversity & Inclusion

The parties have had positive discussions about how they can support the goals of Diversity & Inclusion at CBC/Radio-Canada. The parties agree that the following are common interests in this regard:

- Create and maintain a workforce that is reflective of the communities we serve
- Create an environment that fosters inclusion and values cultural knowledge
- Clarity in the application of the Collective Agreement
- Use hiring and promotion practices that attract and retain people with a diversity of backgrounds and experiences throughout the Corporation
- Ensure all employees fully understand the importance of diversity beyond the statutory requirements
- A common understanding of what inclusion means as it evolves, and how we measure progress
- Provide appropriate training and development to support and retain employees
- Address barriers that prevent people with visible and invisible disabilities from succeeding in the workplace
- Take measures to increase the hiring, promotion and retention of Indigenous people

To further these interests, the parties have agreed to the following, and will implement as soon as possible unless otherwise noted:

### *Training*

1. Deploy unconscious bias training to all CBC management and to Radio-Canada and MTIS senior management by March 31, 2019. CBC/RC will work toward the deployment of unconscious bias training to other employees of the Corporation.
2. Review all current internal leadership training courses by March 31, 2019 for diversity and cultural awareness elements. Where possible, explore opportunities to expand cultural understanding, such as the Blanket Exercise and On the Land activities.
3. Use PMSD to identify in order to fulfil individual training and development needs for employees, such as Indigenous language and cultural awareness training.
4. Continue the Diverse Emerging Leaders (DEL) program at CBC and track candidates' progression after programme completion with a view to continuing development such as secondments, internships and assignments where possible.
5. Incorporate diversity & inclusion components into training for CMG stewards and activists by the end of 2018.

### *Education, Awareness & Sharing of Information*

1. Add equity & inclusion as a standing item on Local Joint Committee agendas beginning in 2018.
2. Review communications strategies of the Joint Employment Equity Committee and explore opportunities to further disseminate information.
3. Work jointly on cultural census promotion through the Joint Employment Equity Committee.
4. Communicate the Accessibility Action Plan, a part of the 2015-2018 Inclusion and Diversity Plan, to the 16 locations identified which require modification to meet accessibility standards by December 31, 2018.
5. Host periodic "Ask Me Anything" sessions for all employees with HR representatives commencing 2018.
6. Encourage addition of diversity & inclusion elements or criteria in Program Reviews where not currently included.
7. Clarify the process for raising accessibility issues by March 31, 2018.

8. The parties agree to explore education campaigns around invisible disabilities in the workplace.

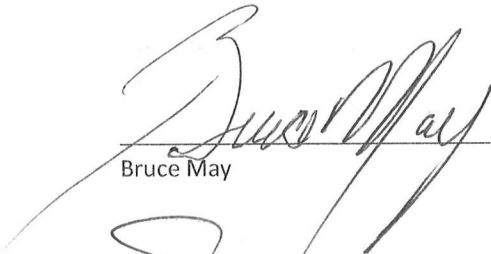
#### *Recruitment & On-Boarding*

1. Increase use of Article 27.7 to attract and retain candidates from designated groups (as defined under the *Employment Equity Act*). The parties agree this Article is:
  - a. Not solely for entry level roles;
  - b. Primarily intended to fill full-time vacancies on a trial basis and for training purposes; and
  - c. Not only for external recruitment, but may also be used to develop an internal candidate pool for future vacancies.
2. Review and assess all onboarding tools, including for temporary employees, by March 31, 2019 to promote inclusion and to communicate CBC/RC diversity & inclusion goals, resources and information. Explore the possibility of an extended on-boarding program to help achieve these goals.
3. Identify potential external funding sources (e.g. government funding, Nunavut Tunngavik Incorporated, Culture & Heritage) that are available and do not cause a conflict (ie. JSP).
4. Increase management awareness of internal CBC/RC Diversity & Inclusion Fund which is available for external hiring and the development of staff.
5. Actively explore increasing partnerships with external organizations, community agencies, or educational programs to develop a candidate pool.
6. Better understand the impact of total compensation around our ability to attract and retain candidates in the North.
7. Prioritize completion of the Isolated Location Program by March 1, 2018.

#### *Tracking Progress*

1. Track diversity & inclusion progress annually, beginning 2018/19, including the following data elements where possible:
  - a. Dialogue survey results;
  - b. Retention and promotion statistics;
  - c. Distribution of designated group members across pay bands; and
  - d. Designated group representation among short-term temporary employees.

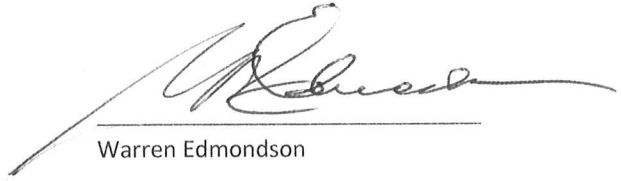
Signed at Port Credit, Ontario  
December 1, 2017



Bruce May



Suzanne Harrison



Warren Edmondson

