



UNIVERSITY OF
TORONTO
SCARBOROUGH

Academic Advising
& Career Centre

AccessAbility Services

Managing Your Career: Strategies for Graduates with *DisAbilities*

Understanding Employment Equity



Modules

1. Career Planning
2. **Understanding Employment Equity**
3. Addressing Employment Barriers
4. Self-Advocacy and Disclosure
5. Workplace Accommodations



Module 2:
**Understanding
Employment
Equity**

The Employment Equity Act

- **Employment equity** means more than just treating persons equally.
- Employment equity is a means to ensure **systemic discrimination** does not occur by **removing barriers** in **practices** and **policies** and **attitudes**.
- Providing equity requires that organizations put in place **measures to accommodate the unique differences** among people.

Equity Defined

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What Is Employment Equity?

Strives to achieve equality in the workplace and correct the conditions of disadvantage in employment experienced by:



Women



Racialized
Persons



Indigenous
Persons



LGBTQ+
Persons



Persons
with
Disabilities

Disability Defined

Under the Employment Equity Act the term **Persons with disabilities** is defined as “persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment” and who

(a) consider themselves to be disadvantaged in employment by reason of that impairment,

OR

(b) believe that a employer or potential employer is likely to consider them to be disadvantaged in employment by reason of that impairment

Government

- Federal
- Provincial
- Municipal

Regulated Industries

- Transportation
- Banking
- Communications
- Others (Utilities, mining)

Federal Contractors

- Business services
- Machinery & equipment supplies
- Electrical
- Chemical
- Educational services
- Transportation equipment

Ontario Law

Remaining sectors of the economy are covered by the Accessibility for Ontarians with Disabilities Act (AODA):

prohibits discrimination based on a wide range of factors from the Ontario Human Rights Code, including disability

Finding Equitable Organizations

Find companies that embrace equity via Google and

- Company websites
- Statements on job postings
- Reviews on websites like Glassdoor
- Ads in **abilities** magazine
- Information interviews

Example Equity Statement

“At the University of Toronto, we strive to be an equitable and inclusive community, rich with diversity, protecting the human rights of all persons, and based upon understanding and mutual respect for the dignity and worth of every person. We seek to ensure to the greatest extent possible that all students and employees enjoy the opportunity to participate as they see fit in the full range of activities that the University offers, and to achieve their full potential as members of the University community...”

How Equity Policies Help You

Understanding Employment
Equity polices can assist you in
identifying welcoming
employers

Employers inviting applications
from persons with disabilities
still want you to highlight your
skills and strengths!

More Ways to Find Equitable Employers

Review articles in disability focused magazines and websites, organizations, and associations.

Conduct information interviews and networking with professionals.

See our Module 1: Career Planning videos

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If you would like to provide feedback on these videos or if you have questions or concerns, please contact:

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