

Academic Advising & Career Centre
DIVISION OF STUDENT AFFAIRS

Access Ability Services
DIVISION OF STUDENT AFFAIRS

Managing Your Career: Strategies for Graduates with DisAbilities



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Module 2: Understanding Employment Equity



Agenda

- What is Employment Equity?
- Defining Disability
- Employment Equity Programs
- Identifying Key Sectors
- Employer Obligations & Accountability
- Researching Employment Equity Policies
- Final Thoughts



What Is Employment Equity?

“Employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences”

<http://laws-lois.justice.gc.ca/eng/acts/e-5.401/page-1.html#h-2>



What Is the Employment Equity Act?

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

- Women
- Visible Minorities
- Aboriginal People
- 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

<http://laws-lois.justice.gc.ca/eng/acts/E-5.401/page-1.html#h-3>



Employment Equity Programs

- **The Legislated *Employment Equity program (LEEP)*** impacts all federally regulated employers with 100 or more employees and all federal departments
- ***Federal Contractors Program (FCP)*** impacts employers with 100 or more employees who have secured a federal goods or services contract of \$200,000 or more.

http://www.hrsdc.gc.ca/eng/labour/equality/employment_equality/index.shtml



Key Sectors

Government	Regulated Industries	Federal Contractors
<ul style="list-style-type: none">• Federal• Provincial• Municipal	<ul style="list-style-type: none">• Transportation• Banking• Communications• Others (Utilities, mining)	<ul style="list-style-type: none">• Business services• Machinery & equipment supplies• Electrical• Chemical• Educational services• Transportation equipment



Employer Obligations & Accountability

- The Employment Equity Act requires employers covered by the act to identify and eliminate employment barriers
- The goal is to institute positive policies and practices and make reasonable accommodations so that the representation of persons in designated groups in the employer's workforce reflects their representation in the Canadian workforce
- The Canadian Human Rights Commission is responsible for auditing employers impacted by the act to ensure compliance

http://www.chrc-cdp.ca/publications/ee_faq_ee-eng.aspx#1



Researching Employment Equity Policies

- Company website
- Statements on job postings
- Employers registered with AbilityEDGE
- Ads in *abilities* magazine
- Information interviews



Example Statements

“The University of Toronto is committed to employment equity and diversity in hiring. We strive to attract candidates from all designated groups in order to help shape the diversity found within our campuses.”



Final Thoughts

- Keep in mind that when employers have statements on their job postings indicating that they encourage applications from persons with disabilities, you want to highlight your skills in relation to the job you are seeking
- Understanding Employment Equity polices can assist you in identifying employers who are governed by the act and can assist you in targeting your job search



Resources

- [Human Rights Commission](#)
- [Human Resources and Skills Development Canada](#)
- [Employment Equity Act](#)



Thank you for reviewing this module. If you would like to provide feedback or if you have questions or concerns, please contact

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