

Chapter 1

Public Service Commission, Agriculture, Community Services, and Justice: Diversity and Inclusion in the Public Service



Overall Conclusions

- The Public Service Commission promotes diversity and inclusion, but has not completed all actions outlined in its diversity and inclusion strategy or assessed whether the goals of the strategy were met.
- The Public Service Commission does not have an adequate process to identify, collect, and analyze data needed to evaluate the effectiveness of its diversity and inclusion work.
- The departments of Agriculture, Community Services, and Justice promote diversity and inclusion, but improvements are needed.

Raising the Bar: A strategy to promote diversity and inclusion in the public service

- The Public Service Commission did not use implementation and evaluation plans to manage its diversity and inclusion strategy
 - 8 of 16 strategic actions tested were not completed
- The Public Service Commission did not evaluate whether the goals of its diversity and inclusion strategy were met
- Despite shortcomings in implementation and evaluation, actions were taken to promote diversity and inclusion

Diversity and Inclusion Data

- The Public Service Commission does not have an adequate process to identify and collect diversity and inclusion data
- Data gathered through the Province's biannual demographic survey is based on self-reporting and as a result may not be complete
- Data needed to evaluate the diversity and inclusion strategy was not collected

Employment Equity Policy

- The Public Service Commission does not assess department compliance with the Employment Equity policy or assess the effectiveness of the policy
- Public Service Commission, Agriculture, Community Services, and Justice have limited tracking of staff completion of mandatory diversity and employment equity training
 - Only 3 of 25 Public Service Commission employees tested had completed diversity and employment equity training
- Processes are needed to regularly review human resources practices to reduce barriers for designated groups
- Agriculture, Community Services, and Justice promote diversity and inclusion, but did not clearly assess if goals are achieved

Communication

- Public Service Commission, Agriculture, Community Services, and Justice regularly communicate diversity and inclusion information