

Understanding EMPLOYMENT EQUITY

Some companies comply with Employment Equity standards when hiring staff.
Here is some information to better understand Employment Equity.

Employment Equity Groups

- ◆ Women
- ◆ Aboriginal persons – persons of North American Aboriginal ancestry including First Nation (status and non-status Indians), Inuit and Métis.
- ◆ Persons with disabilities – persons who have a long-term or recurring impairment and consider themselves to be disadvantaged in employment by reasons of that impairment, or believe an employer or potential employer is likely to consider them to be disadvantaged in employment by reasons of that impairment, and/or persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.
- ◆ Visible minorities – persons other than Aboriginal people who because of their race or colour are a visible minority. Examples of visible minorities include: Black (ex: African, Haitian, Jamaican, Somali), South Asian (ex: East Indian, Pakistani, Punjabi, Sri Lankan), South East Asian (ex: Cambodian, Indonesian, Laotian, Vietnamese), Arab/West Asian (ex: Armenian, Egyptian, Iranian, Lebanese, Moroccan), Chinese, Filipino, Latin American, Japanese and Korean.

Here are the three most common equity advertisement types:

1. **Regular** – employment equity is a factor in the selection process if there is underrepresentation of one or more employment equity group in the level, classification, series or occupation within the civil service.
2. **Equity preference** – applicants that are a member of the employment equity group identified in the job advertisement are given first consideration. If more than one applicant from an identified group meets the required qualifications the one that is the highest ranked by the selection board will be selected. If there are no applicants from the identified group that meet the required qualifications an applicant that is not a member of the group may be selected.
3. **Equity designated** – only individuals that are members of the employment equity group identified in the job advertisement are eligible to apply for the position. If there are no applicants that meet the required qualifications the competition is cancelled and either efforts are made to recruit a qualified candidate from the identified employment equity group (ex: community outreach) or a new competition is held.

Definition of Persons with disabilities (taken from the Government of MB website)

http://www.manitoba.ca/govjobs/about/definitions.html#PWD_defn

Persons who have a long-term or recurring impairment and consider themselves to be disadvantaged in employment by reasons of that impairment, or believe an employer or potential employer is likely to consider them to be disadvantaged in employment by reasons of that impairment, and/or persons whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

Here is what an HR person said regarding Employment Equity:

'We are dedicated to reflect the community we serves. In order to do that, we need applicants to declare if they belong to an equity group. We need to ensure that our applicant pool is diverse.'

'Equity is about treating people fairly. When we treat people equally we ignore differences. When we treat people equitably we recognize differences. In order to create equity, differences are recognized, respected and accommodated when reasonably possible.'

For more information, contact the **MB Employment Equity Practitioners Association** <http://www.meepa.ca/>