

## EDMONTON PUBLIC SCHOOLS

January 30, 2001

TO: Board of Trustees

FROM: E. Dossdall, Superintendent of Schools

SUBJECT: Recruitment Diversity Statement

ORIGINATOR: A. McBeath, Department Head

RESOURCE  
STAFF: Veda Lastiwka

### INFORMATION

Effective February 1, 2001 the following statement will appear on all external recruitment advertisements for Edmonton Public Schools.

***“Edmonton Public Schools is committed to excellence and hires based on merit. We value diversity and welcome applications from all qualified individuals.”***

The purpose of including the above statement in advertisements is to signal to potential applicants that all applications are welcomed and all will be considered based on merit.

### Background

Contact was made with a number of organizations regarding their use of advertising statements indicating they are equal opportunity employers. The following organizations were surveyed: Alberta Research Council, Alberta School Employee Benefit Plan, Alberta School Boards Association, Calgary Board of Education, Capital Health, City of Edmonton, Edmonton Catholic Schools, Elk Island Public Schools, Grant MacEwan Community College, Norquest College, Northern Alberta Institute of Technology, and University of Alberta.

Each organization was asked for information regarding: employment diversity statements they use in advertisements or job postings; whether or not there are related written organizational hiring policies in place; the impact of those policies on hiring practices; and whether specific groups were identified (e.g. Aboriginal persons, persons with disabilities, visible minorities, etc.)

Three organizations indicated that employment equity is a formalized process. For two of these organizations, the development of their policies is a direct result of Federal government funding grant requirements. The third organization includes an employment equity statement in advertisements without having a specific related written policy or hiring practice in place. This organization uses the statement in ads as a method of advising that applications are accepted, without discrimination, from all people.

None of the other eight organizations use an employment equity advertising statement, nor do they have a written policy. In almost every instance, the individuals contacted mentioned that the role of their human resources department is to hire the very best candidate.

#### Development of District Diversity Statement

Maintaining Edmonton Public Schools' focus on hiring the very best and wanting to ensure that the public is aware that Edmonton Public Schools welcomes applications from all qualified individuals, the information gathered from external organizations was used by the Personnel Principal Committee to develop a diversity statement. This statement received the unanimous endorsement of the Personnel Principal Committee in December 2000.

The diversity statement will also be included in application forms for all staff groups, all of which are currently under review.

AMcB/VL:bjs