

Correctional Service of Canada (CSC) initiatives supporting the Minister's mandate commitments on Diversity and Inclusion

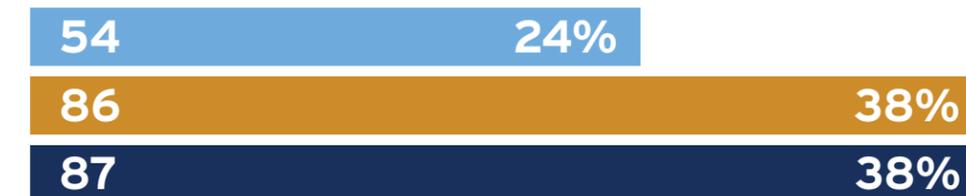
July 2020 – March 2021 (Q2 to Q4)

Average compliancy rate for mandatory training related to unconscious bias and cultural competency, as of March 31, 2021.



CSC engaged in **227 events** and **communications** in support of this commitment.

National Events



- Eliminate harassment and gender-based violence
- Increase diversity and inclusion
- Address systemic racism

Address systemic racism within the organization

Achievements

CSC celebrated Black History Month and Diversity Week through a variety of communications and virtual events.

CSC's Multicultural Champion announced the creation of the Black Employees Network and collective commitment to ending racism.

CSC developed an Anti-Racism Framework to initiate conversations on CSC's anti-racism actions.

CSC initiated an external cultural bias review of some standardized recruitment tools and assessment materials.

Looking forward

CSC will launch its Unconscious Bias training, anticipated to be available in Fall 2021.

Increase the diversity and inclusion of under-represented groups within our workforce

Achievements

Implemented a new process for policy reviews that requires consultation with employees from equity seeking groups.

Approved and implemented representation objectives for Indigenous peoples and visible minorities that exceed the workforce availability (WFA), based on the offender representation at each location.

CSC ran targeted employment equity (EE) staffing process for a range of positions from parole officers to managers.

CSC launched a specialized Indigenous-specific staffing inventory in the Prairie Region.

Looking forward

CSC will be rolling out the GC Workplace Accessibility Passport.

Eliminate harassment and gender-based violence in the workplace

Achievements

The Commissioner held a national live virtual armchair discussion about women in the workplace, attended by over 300 employees.

The National Working Group for Women launched a pre-consultation survey, which received feedback from over 80 women employees.

CSC launched its National Comprehensive Strategy on Workplace Wellness.

CSC met with union partners on jointly updating CSC's Workplace Harassment and Violence Prevention Policy and the associated tools.

Looking forward

Results from National Working Group for Women survey will be shared and an action plan will be developed.

In 2020-2021, the representation of all EE groups increased.

	Q1	Q4	Workforce Availability	Q1	Q4	Workforce Availability
Women	49.6%	50.0%	52.6%	10.2%	10.6%	9.2%
Indigenous Peoples	9.6%	9.8%	7.5%	5.9%	6.1%	9.4%
Visible Minorities						
Persons with Disabilities						