

## HRM Diversity Plan for 2009

### Purpose: Diversity Team Plan for 2009

Corporate Diversity Activities	Goal	Outcome
Design internal Diversity page on InsideHRM (Intranet)	Highlight the purpose, programs, and activities available to HRM staff	Increase internal traffic on the Diversity page and spark interest in diversity issues
Develop an internal communication plan to spotlight the importance of the Diversity within the organization	Create a highly visible internal communications campaign targeting HRM staff	Improve employee understanding of what diversity is and promote the services of the diversity team
Review current HR Policies & Business Practices	Ensure that policies are inclusive and promote diversity in the workplace	Annual review of all internal policies to ensure inclusive practices are adhered to
Support and promote the benefits of the HRM Employment Equity Policy to all business units	Encourage and assist the management teams to increase diversity through HRM's Employment Equity Policy	Promote and support women in non-traditional roles, aboriginal persons, persons with disabilities and racially visible persons within HRM business units
Establish a complement of diversity champions from each business unit and satellite location to promote diversity events in the workplace	Improve communications and promotion about upcoming diversity activities, training programs and event throughout the organization	Increase interest and participation in the various diversity activities sponsored by HRM
Promote the corporate diversity award and its recipients on the internal diversity pages of InsideHRM	Recognize the achievements of HRM employees in the area of promoting diversity in the workplace	Increase the sense of pride in the workplace by acknowledging staff
Develop and publish an annual diversity progress report	Inform the internal staff and the public on the ongoing activities of the diversity team	Highlight projects and initiatives that have been achieved and the progress of the remaining items

<b>Corporate Diversity Activities</b>	<b>Goal</b>	<b>Outcome</b>
Include diversity material, along with the diversity training schedule into the corporate orientation package	Include informational material on internal diversity programs available to HRM staff	Inform and educate new employees about the importance of diversity in the workplace
Coordinate annual Corporate Diversity Week	Celebrate and educate HRM staff on diversity in the workplace	Encourage HRM staff to participate in week long corporate and business unit events
Provide corporate diversity training to HRM staff	Provide HRM staff with training on Cultural Competencies, Human Rights/Workplace Rights, Disability Awareness and Respect in the Workplace.	Educate HRM staff all diversity issues in the workplace