

## COUNCIL POLICY

<b>SUBJECT:</b> EMPLOYMENT EQUITY		
<b>DATE:</b> JULY 6, 1992	<b>REFERENCE:</b> 92/CW	

### **Public Statement**

The Municipality of Saanich is committed to providing the best possible service to all its residents and to maintaining the highest standards of employment equity. Preserving these standards requires the employment of a public service that is representative of the diverse population it serves; specifically emphasizing equal access to employment opportunities, insuring that no person is denied employment opportunity in Municipal service for reasons unrelated to ability to do the job.

The Municipality of Saanich recognizes that historically, four designated groups - women, visible minorities, aboriginal people and persons with disabilities - have in general been underrepresented in the work force and/or concentrated in lower level jobs. Ensuring equal access to employment for all individuals, regardless of gender, racial or ethnic background or disability, supports basic human rights and remains a priority commitment for the Municipality. This commitment promotes social and economic growth through the full utilization of the diverse skills and talents available in the work force.

The goal of the Employment Equity Program is to ensure equitable representation of the designated groups at all levels of the public service by:

1. maintaining a work place which values diversity;
2. preventing barriers to the employment and advancement of members of the four designated groups through the promotion of employment equity; and
3. introducing initiatives that will correct any inequities which may be identified.

The Municipality of Saanich is committed to maintaining its progress toward this goal and to demonstrating leadership to employers throughout British Columbia.