



## **BOARD / OPERATIONAL**

# **Representative Workforce G57**

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### **PREAMBLE**

Southeast College believes in the value of identifying and eliminating discriminatory practices with respect to the hiring, promotion, and training of employees.

Southeast College endorses the need to protect the freedom and equality of every person by identifying and eliminating discriminatory practices with respect to the hiring, promotion, and training of employees.

### **POLICY**

Southeast College will establish a workforce that is representative of the population of southeast Saskatchewan, inclusive of aboriginal people, visible minorities, women in non-traditional occupations, and persons with disabilities.

Southeast College will develop and implement a Representative Workforce Strategy that includes staff professional development, recruitment strategies, succession planning, retention strategies, employment and training, policy review, community and economic development.

Southeast College recognizes that First Nations and Métis people, visible minorities, women in non-traditional occupations, and persons with disabilities, are not represented in the workforce in proportion to their potential labour force numbers. Therefore, by adopting a Representative Workforce Strategy, Southeast College will seek to promote, develop, and implement innovative employment, retention, and educational initiatives in order to achieve a workforce representative of the population of southeast Saskatchewan.