



POLICY

Title: **EQUITABLE RECRUITMENT,
SELECTION AND PROMOTION
OF STAFF**

Policy No.: 3013
Effective Date: 2013 June 11

Department: Organizational Support Services – Human Resources

Reference(s): Ontario Human Rights Code
Equity and Inclusive Education Policy 2022
Religious and Creed-Based Accommodation of Staff Procedure 2022b
PPM 119 – Developing and Implementing Equity and Inclusive Education Policies in Ontario Schools
Accessibility for Ontarians with Disabilities Act, 2005
Constitution Act, 1982
Canadian Charter of Rights and Freedoms

It is the policy of the Thames Valley District School Board to commit to excellence in education and equitable educational outcomes for all students.

The Board demonstrates this commitment by maintaining fairness, equity, and inclusion as essential principles governing its human resources systems and practices, and key determinants of educational environments in which all students, staff and families have a sense of belonging.

1.0 Objectives

1.1 The Board will, through an ongoing review of its human resources processes, procedures and practices, identify and remove discriminatory biases and systemic barriers that may limit opportunities for individuals for employment, mentoring, retention, and promotion in all Board positions. The Board will direct explicit and intentional efforts in this regard to groups of individuals identified as marginalized or having a historical experience of marginalization, exclusion or oppression.

1.2 The Board will implement strategies to actively engage, attract, and recruit diverse employees, and to retain and support a staff that reflects the diversity of the Thames Valley district.

1.3 The Board will recruit, select, mentor, and promote staff who demonstrate capacity to understand and respond to the lived experiences of the diverse communities within

Administered By: **Organizational Support Services – Human Resources**

Amendment Date(s): 2017 December 19, 2020 June 23

the Board's jurisdiction.

2.0 Principles of Equitable Recruitment

- The Thames Valley District School Board workforce will increasingly reflect the diversity of the school communities being served within the Thames Valley district.
- All staff will demonstrate capacity to understand and respond to the diverse lived experiences of students and families, and to implement strategies to support equitable, meaningful access to education for all students.
- System and school leaders will model actions to enhance equity and inclusion as an essential leadership competency.
- All Human Resources processes, and actions by Thames Valley District School Board employees to implement these processes, will comply with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act.
- All applicants to positions with the Board will experience a selection process that is accessible, fair, consistent and transparent, regardless of the position being sought.
- The Equitable Recruitment, Selection and Promotion of Staff Procedure will govern all aspects of a job competition, regardless of the area or department responsible.
- Job competitions will be conducted within the parameters of Collective Agreements and Terms and Conditions where applicable.
- Tools, training and processes will be relied upon to mitigate bias in recruitment, selection, and promotional practices.
- Human Resources will support through training and education, model, and monitor for consistency and compliance the expectations outlined in the Procedure, and will be a resource for the organization at all stages of recruitment, selection and promotional practices.