

## Employment Equity Survey

### Level 2 Question: Policy level

|  | Yes | No | To some Extent | Need to do/ find out |
|--|-----|----|----------------|----------------------|
| <b>Does your organization reflect the diversity of your community with respect to:</b>   |     |    |                |                      |
| • Board membership?  |     |    |                |                      |
| • Staff?   |     |    |                |                      |
| • Committee/ working group member?   |     |    |                |                      |
| • Volunteers?  |     |    |                |                      |
| <b>Aside from conventional methods, do you advertise positions in community newspapers and through cultural agencies for:</b>  |     |    |                |                      |
| • Staff positions?   |     |    |                |                      |
| • Volunteer positions?   |     |    |                |                      |
| • Practicum students?  |     |    |                |                      |
| <b>Do you recruit from diverse groups in your community for:</b>   |     |    |                |                      |
| • New board positions?   |     |    |                |                      |
| • Committee/ working group positions?  |     |    |                |                      |
| <b>Is proficiency in language other than the two official languages recognized as a valued skill when selecting:</b>   |     |    |                |                      |
| • Board members?   |     |    |                |                      |
| • New staff?   |     |    |                |                      |
| • Committee/ working group positions?  |     |    |                |                      |
| • Volunteers?  |     |    |                |                      |
| • Practicum students?  |     |    |                |                      |
| <b>Is knowledge of cultures and traditions recognized as a valued skill when selecting:</b>  |     |    |                |                      |
| • Board members?   |     |    |                |                      |
| • New staff?   |     |    |                |                      |
| • Committee/ working group positions?  |     |    |                |                      |
| • Volunteers?  |     |    |                |                      |
| • Practicum students?  |     |    |                |                      |
| <b>Do you recognize knowledge of languages other than the two official languages and knowledge of cultures and traditions as valued as skills when evaluating staff?</b> |     |    |                |                      |
| <b>When recruiting in general, do you ask potential candidates how comfortable they feel about working with others from diverse backgrounds in the workplace?</b>        |     |    |                |                      |