Minutes – Executive Policy Committee – March 9, 2005

REPORTS

Minute No. 204 Employment Advertisements
File CR-1

EXECUTIVE POLICY COMMITTEE DECISION:

The Executive Policy Committee concurred in the recommendation of the Citizen Equity Committee, namely, that all photographs of people on hiring advertisements or otherwise for all City Departments reflect the diversity of the City of Winnipeg, for the following reasons:

1. Qualified applicants will be more encouraged to apply for a job with the City of Winnipeg if advertisements illustrate the diversity of the community.

2. Photographs depicting diversity will be a visible sign of the removal of systemic discrimination from the human resource system and all departments of the City of Winnipeg.

3. Potential employees who are ethnically diverse will feel more welcome to apply for positions within the City organization.

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DECISION MAKING HISTORY:

Moved by Councillor Thomas,

That the recommendation of the Citizen Equity Committee be concurred in.

Carried

CITIZEN EQUITY COMMITTEE RECOMMENDATION:

On February 28, 2005, the Citizen Equity Committee recommended that all photographs of people on hiring advertisements or otherwise for all City Departments, reflect the diversity of the City of Winnipeg, for the following reasons:

1. Qualified applicants will be more encouraged to apply for a job with the City of Winnipeg if advertisements illustrate the diversity of the community.

2. Photographs depicting diversity will be a visible sign of the removal of systemic discrimination from the human resource system and all departments of the City of Winnipeg.

3. Potential employees who are ethnically diverse will feel more welcome to apply for positions within the City organization.