

Employment Equity in Action:

**Lessons from Nature Canada and
building Inclusive Hiring Practices**

*Introducing Nature Canada's
Employment Equity in Hiring Toolkit*



Land acknowledgement





Nature Canada

Established in 1939, Nature Canada is an environmental non-profit that works to connect Canadians with nature and advance conservation efforts across the country.

Our Nature Network brings together 1200+ nature groups across Canada.

Meet the panelists



Emily McMillan
Executive Director



Andrew Cleland
Civil Litigator



Hannah Dean
Organizing Director



Samantha Salgado
Work to Grow Organizer

Agenda

- Introduction to Nature Canada & the panelists
- Employment equity
- Work to Grow program
- The case that sparked the toolkit
- The toolkit & practical applications
- Q & A



Race and Nature in the City

ENGAGING YOUTH OF COLOUR IN
NATURE-BASED ACTIVITIES

A Community-based Needs Assessment for Nature Canada's NatureHood

By Jacqueline L. Scott & Ambika Tenneti

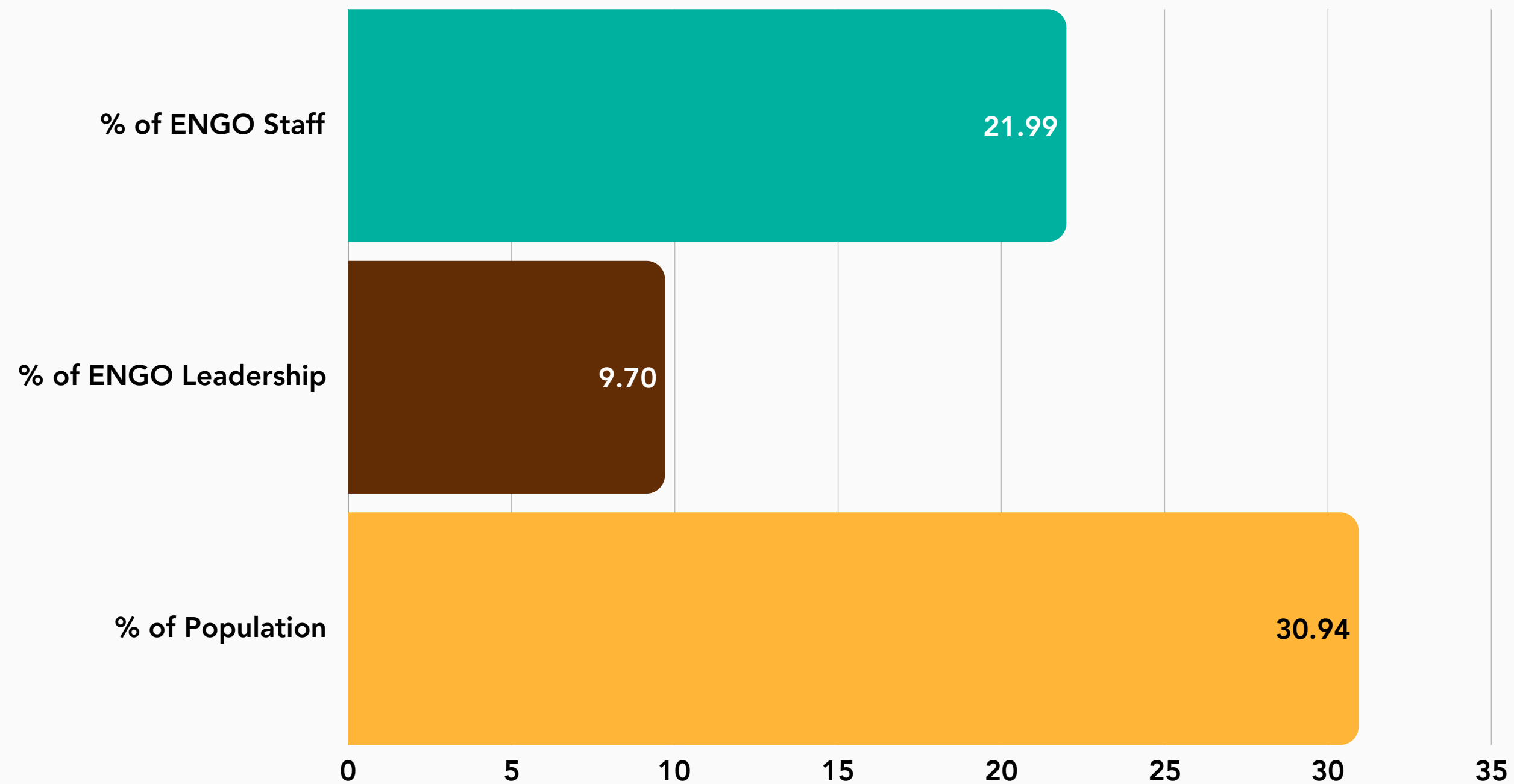
Diversity in non-profit organizations

Our Race and Nature in the City report highlighted the underrepresentation of people of color in nature organizations, and the predominance of whiteness in nature spaces.

To build a vibrant nature community, it's vital to engage all perspectives and communities.



Average National Representation of Indigenous & Racialized People Among ENGOs Compared to Population Levels



Source: [Statistics Canada](#) (2023), [ENGO survey](#) (pag. 34 of the Toolkit)



Employment equity

Employment Equity ensures that all people in Canada have equal opportunities to employment in workplaces that are free from discrimination

Special programs aim to promote equality in the workplace for designated groups. They must respond to a proven need and real advantage.

All Canadian provinces and territories have enacted human rights legislation to protect everyone's rights and freedoms.

Is Employment Equity allowed in Canada?

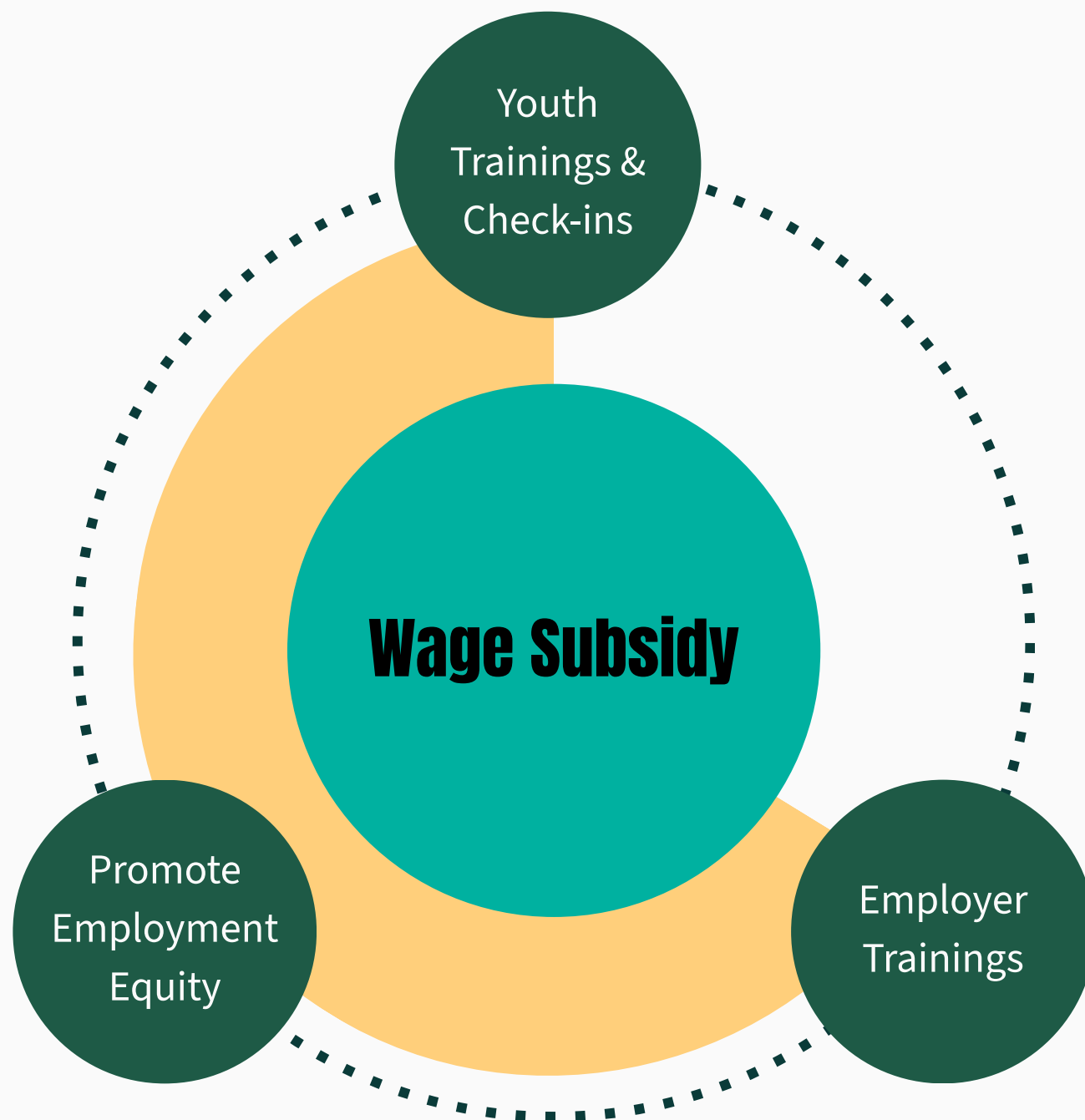
Special programs are allowed in Canada. Provinces and territories have laws that enable employers to develop and implement employment equity programs.

CN v. Canada (Canadian Human Rights Commission), 1987 CanLII 109 (Supreme Court of Canada)

“An employment equity program is designed to break a continuing cycle of systemic discrimination. The goal is not to compensate past victims or even to provide new opportunities for specific individuals who have been unfairly refused jobs or promotion in the past. Rather, an employment equity program is an attempt to ensure that future applicants and workers from the affected group will not face the same insidious barriers that blocked their forebears.”

Work to Grow

Connecting racialized youth to jobs that promote and protect nature



[Website](#)



Work to Grow numbers (2023-2026)

\$ in wage subsidies	\$805,000
Partner organizations	201
Youth hired	288
% of BIPOC	80%

Let's Remember: Canada is not the US

 U.S. News & World Report
<https://www.usnews.com> › Education › Best Colleges

What the Supreme Court's Affirmative Action Ban Means

The U.S. Supreme Court ruled against the use of race in college admissions in June 2023, finding new ways to reach underrepresented communities of ... [Read more](#)

 Balls and Strikes
<https://ballsandstrikes.org> › Articles Archive

Trump's Attacks On ABA Law School Accreditation Are

13 minutes ago — The attacks on the American Bar Association's accreditation point to a broader conservative ideological project.

 CBC
<https://www.cbc.ca> › news › world › us-supreme-court-...

U.S. court strikes severe blow to affirmative action. Here's what it means

Jun 29, 2023 — The conservative majority on the United States Supreme Court has struck a blow to affirmative action programs for entry to higher education ... [Read more](#)

 NPR
<https://www.npr.org> › 2023/06/29 › affirmative-action-...

Supreme Court reverses affirmative action, gutting race-based college admissions

Jun 29, 2023 — In a historic decision, the U.S. Supreme Court on Thursday effectively ended conscious admission programs at colleges and universities ... [Read more](#)

 BBC
<https://www.bbc.com> › world-us-canada-65886212

US Supreme Court overturns race-based college admissions

Jun 29, 2023 — The US Supreme Court has ruled that race can no longer be considered as a factor in university admissions. The landmark ruling upends decades of affirmative action ...

Missing: stories | Show results with: stories

 The Guardian

US firms that kept DEI policies despite 'go woke, go broke' threats thrived

Exclusive: Companies that kept policies did just as well financially, even after Trump's executive order, as those that didn't.

2 weeks ago



 U.S. News & World Report

Tracking Trump's Crackdown on Higher Education

From student loan reform to canceling 'woke' programs, Trump has dedicated significant time and attention to reshaping higher education.

2 weeks ago

WSJ WSJ

Deloitte to Pay \$21.5 Million to End DOJ Fraud Investigation Over DEI Policies

The Trump administration has been probing major U.S. companies under a federal law meant to police federal contractors.

1 day ago

 NBC News

After Trump's DEI cuts, communities struggle to fix problems with raw sewage, air pollution and erosion

Projects ranging from air monitoring in Georgia to installing indoor plumbing in an Alaskan village to providing septic tanks in Alabama...

2 weeks ago

 Reuters

US DOJ says Jersey City college prep school to end DEI admissions practices

The U.S. Department of Justice said it reached a settlement to end diversity admissions practices at a Jersey City college prep school, ...

1 month ago



 The Guardian

Alzheimer's research is latest casualty in Trump administration war against 'DEI'

Grant cancellations at leading research institutions appear to target study of impacts of racism on brain health.

1 week ago



 U.S. News & World Report

Scouting America Drops Diversity Initiatives From Event After Pressure From the Pentagon

DALLAS (AP) — One of Scouting America's biggest gatherings has eliminated dedicated spaces for gay youth, women and scouts of color as the ...

1 month ago



The case that sparked the toolkit

[125] [the Plaintiff] gave two speeches [...]. One of them is entitled 'A Plea for Universalism', in which she argues that all human beings are the same. She criticizes those she describes as 'woke' and argues that these people '[...] have sought to portray Quebec and its system as tainted by racism, with the intention of introducing the idea of affirmative action.

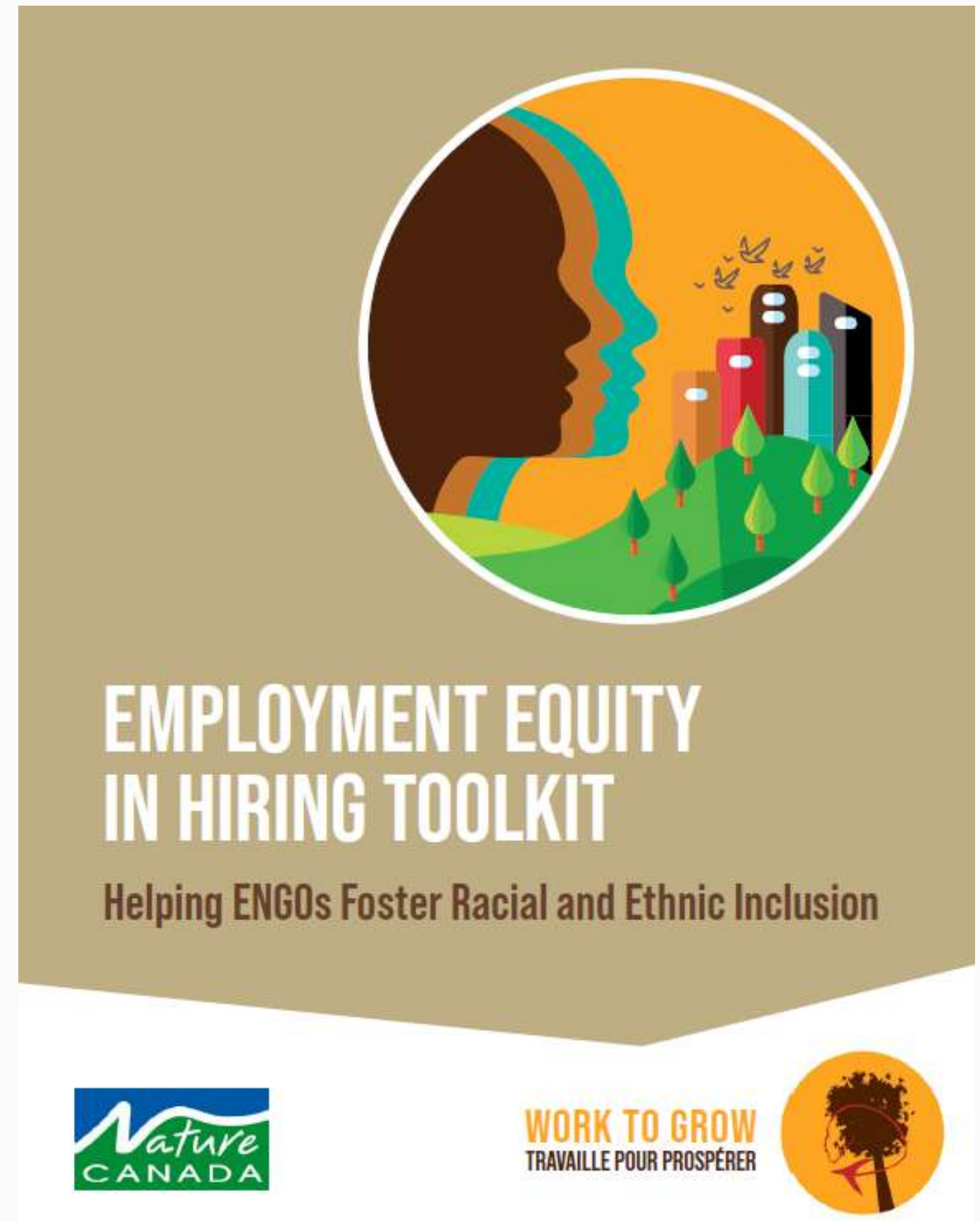
She adds:

'Woke' ideologues are at odds with these laws and seek to change them in order to incorporate the concept of affirmative action, thereby promoting the idea that not everyone is equal before the law. Not only is this precedent dangerous because of the arbitrary application of the law to some and not to others – which would create new injustices – but also because it would undermine the justice system as a whole and erode public trust in it.

Nature Canada's Employment Equity in Hiring Toolkit

A comprehensive guide for non-profit leaders looking to implement equitable hiring programs with a goal of enhancing diversity and racial representation within their organizations.

The toolkit provides a framework and actionable steps for creating and executing equity driven hiring programs across Canada.



TOOLKIT OVERVIEW
FIVE PARTS OF THE TOOLKIT

Frameworks that highlight
the requirements for special
programs

PART 1

WHY EMPLOYMENT EQUITY

Explains the concept of Employment Equity in Canada, emphasizing the importance of equity in hiring, the responsibility of employers to address barriers faced by disadvantaged groups, and the need for inclusive practices.

[READ MORE](#)

PART 2

**LEGAL FRAMEWORK FOR
EMPLOYMENT EQUITY**

Discusses the legal framework for employment equity programs in Canada, highlighting the requirements for addressing systemic barriers and ensuring compliance with human rights legislation.

[READ MORE](#)

PART 3

**IMPLEMENTING EMPLOYMENT
EQUITY PROGRAMS**

Details a three-step process for special hiring programs, including establishing rationale based on demographic data, setting clear eligibility criteria, and evaluating program impact.

[READ MORE](#)

Steps and
recommendations to create
special hiring programs

PART 4

**CRAFTING INCLUSIVE JOB
POSTINGS**

Presents guidelines for job advertisements that encourage applications from underrepresented groups without excluding any demographics.

[READ MORE](#)

PART 5

FOSTERING INCLUSIVITY

Encourages organizations to create a welcoming culture that integrates EDI principles, supporting retention and ongoing inclusivity.

[READ MORE](#)

Inclusive hiring isn't the
end of the journey, it's
only the beginning

TOOLKIT OVERVIEW

APPENDICES & RESOURCES

APPENDIX A: ENGO SECTOR SURVEY

[READ MORE](#)

Results from the survey in
“*Race and Nature in the
city*” report

APPENDIX B: PROVINCE AND TERRITORY-SPECIFIC CONSIDERATIONS

[READ MORE](#)

For in depth provincial and
territorial legislation

APPENDIX C: ADDITIONAL DATA RESOURCE

[READ MORE](#)

Data collection and analysis
best practices

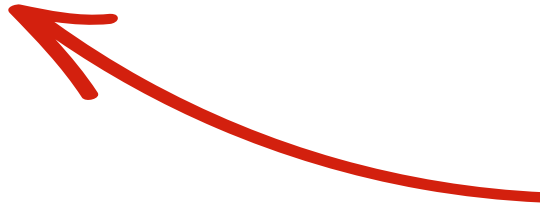
PROVINCE & TERRITORY-SPECIFIC CONSIDERATIONS

Although federal legislation exists, most ENGOs are governed by provincial and territorial laws when they implement employment equity programs. This Appendix lists key information that is specific to each province and territory. The Legal Requirements sections outline the laws and regulations you must follow for your special program, where the Human Rights Commission Guidance sections details the steps that they recommend.

Please note that although HRC guidance is not legally binding, it does reflect their suggested best practices and strategies. The HRC guidance also gives a sense of what information they may ask you to provide if you seek pre-approval, or in the event that a legal challenge or complaint about your special program is brought against your organization.

JUMP TO YOUR JURISDICTION

- [Alberta](#)
- [British Columbia](#)
- [Manitoba](#)
- [Newfoundland and Labrador](#)
- [New Brunswick](#)
- [Northwest Territories](#)
- [Nova Scotia](#)
- [Nunavut](#)
- [Ontario](#)
- [Prince Edward Island](#)
- [Quebec](#)
- [Saskatchewan](#)
- [Yukon](#)



Click on each province to learn more about their Human Rights Code

Implementing Employment Equity Programs



Part 3 of the toolkit

1

Develop a program rationale

1. Who will benefit from the program?
2. Why is the target audience considered to be facing discrimination or hardship?
3. How will the program help alleviate the challenges the group faces?
4. What is the expected timeline? How will it's completion be determined?

2

Create program eligibility criteria

1. Establish clear eligibility guidelines
2. Ensure the program does not unintentionally discriminate against the intended beneficiary groups
3. Determine how the program will be communicated

3

Design program evaluations

1. How will its effectiveness be measured?
2. What data will be needed to evaluate the program's success?
3. How will it be adjusted based on the evaluation data?

Disadvantaged groups

Defined by the Federal Employment Equity Act as:

Women: All people who identify as women

Aboriginal (referred to presently as “Indigenous”) **peoples:** people who are Indians, Inuit or Métis

Persons with disabilities: person who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment

Members of visible minorities: persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour

n.b. not all provinces have established which groups are “disadvantaged”.



[Definition on the toolkit](#)

Inclusive job postings

Nature Canada: *"We encourage applications from members of equity-seeking groups. Nature Canada is committed to a workplace free from discrimination, harassment and intimidation where everyone can participate safely, freely and confidently."*

Environmental Defence: *"Environmental Defence embraces equity and diversity and is committed to a workplace that is enriched by the people, needs and desires of Canada's diverse community".*

Parks People: *"We are actively working to hire, meaningfully engage with, and include guidance and input from, Black, Indigenous and People of Colour in ways that centre intersectionality, Indigenous resilience, and anti-racist principles. We are committed to promoting equity, diversity, and inclusion in our workspaces and programs, and encourage applications from BIPOC candidates".*



Q & A





Thank you!



TD Friends of the
Environment
Foundation

McConnell



Explore the website



Learn about Work to Grow



QUESTIONS?



613-562-3447 ext 309



WorktoGrow@NatureCanada.ca



www.WorktoGrow.ca