



EQUITY NOTES



Bulletin No. 1, March 2008

Update on the Equity Seal

The Saskatchewan Human Rights Commission launched the equity seal one year ago as a service to its equity partners. This image signifies an organization's commitment to diversity and inclusion, and confirms its status as an equity partner. Organizations may use the seal if their equity plan has a current approval under section 47 of *The Saskatchewan Human Rights Code*.

How Equity Partners Have Used It

Employers have used the equity seal on intranet and internal job postings, as well as on website career centres and in newspaper advertisements. Note that education equity partners have the right to hire Aboriginal persons preferentially. The seal may also be used in promotional materials or correspondence to indicate an organization's commitment to principles of fairness, equity and inclusion.

The Equity Seal, Job Ads, and Accompanying Wording

Employers may use the equity seal in any way they wish, but the words they choose to accompany the equity seal will depend on the purpose of a particular job ad.

1. Do you simply wish to signify your right to invite applications from members of equity groups? Then it may not be necessary to use any accompanying wording. The seal itself should verify your status as an employer with an approved equity plan.
2. Do you wish to encourage applications from particular equity groups, while inviting applications from all? Then it is probably wise to name the particular groups you are interested in attracting. Otherwise, your message may be missed by members of those groups. There are many ways of wording ads, but here are a couple of examples:
 - ABC invites applications from all qualified candidates. As an equity employer, ABC wishes to develop a representative workforce, and welcomes applications from Aboriginal people, persons with disabilities, visible minorities, and women (*assuming that those are the groups you wish to attract and that they are underrepresented in the occupation being advertised*).
 - ABC wishes to develop a representative workforce, and invites applications from persons with disabilities (*if you are particularly interested in increasing the representation of that group in that job classification*).
3. If you wish to designate a particular hiring for a particular equity group (i.e. you will only hire a member of that group into that position) your advertisement should make that clear. Example:
 - This position has been designated under ABC's equity plan for an Aboriginal person.

(over)

A Note on Terminology

For clarity, we suggest that employers describe themselves as “equity employers” rather than as “equal opportunity employers.” Only equity employers have equity plans approved by the Saskatchewan Human Rights Commission which entitle them to use special measures to progress more quickly than others towards the development of a representative workforce.

Suggestion Box

If you have any questions or comments about the equity seal, or would like to share information on how your organization has used it, please contact us at shrc@shrc.goc.sk.ca.

Electronic Versions of the Equity Seal

The seal is available as EPS, JPEG and Microsoft Office Document Imaging files. If you have any questions, please contact our Communications Coordinator, Fiji Robinson, at frobinson@shrc.gov.sk.ca.

For more information, see the SHRC Web site: www.shrc.gov.sk.ca.

To be removed from the e-mail distribution list, please reply with the word “remove” in the subject. To be added to the distribution list or update your contact information, contact shrc@shrc.gov.sk.ca.

We thank the following organizations for their voluntary participation in the Equity Program: City of Prince Albert; City of Regina; City of Saskatoon; Community Health Services (Saskatoon) Association Ltd.; Crown Investments Corporation; Government of Saskatchewan; John Howard Society; Information Services Corp. of Sask.; Law Society of Saskatchewan; Northlands College; Parkland Regional College; Prince Albert Co-operative Health Centre; Regina Police Service; Regina Public School Division; Regina Women’s Community Centre; Saskatchewan Apprenticeship and Trade Certification Commission; Saskatchewan Communications Network; Saskatchewan Crop Insurance Corporation; Saskatchewan Gaming Corporation; Saskatchewan Government Insurance; Saskatchewan Human Rights Commission; Saskatchewan Institute of Applied Science & Technology (SIASST); Saskatchewan Legal Aid Commission; Saskatchewan Liquor and Gaming Authority; Saskatchewan Opportunities Corporation; Saskatchewan Research Council; Saskatchewan Teachers’ Federation; Saskatchewan Transportation Company; Saskatchewan Water Corporation; Saskatchewan Watershed Authority; Saskatchewan Workers’ Compensation Board; Saskatoon Police Service; SaskEnergy; SaskPower; SaskTel; University of Regina; University of Saskatchewan, Living Sky SD; North West RCSSD; Northern Lights SD; Prairie Valley SD; Prince Albert RCSSD; Regina RCSSD; Saskatchewan Rivers SD; Saskatoon SD; St. Paul’s RCSSD; South East Cornerstone SD; University of Saskatchewan Colleges of Arts and Science, Dentistry, Medicine, Nursing, Pharmacy and Nutrition, School of Physical Therapy, University of and Western College of Veterinary Medicine; Gabriel Dumont Institute (GDI) and Saskatchewan Urban Teacher Education Program (SUNTEP), Northern Teacher Education Program (NORTEP) and Northern Professional Access Program (NORPAC).