

hirequity: Diversity, Equity and Inclusion

Purpose, Value and Mission

At hirequity, we believe that diversity, equity, and inclusion is about using recruitment practices that embrace the uniqueness of each candidate and support workforces that are representative of the Canadian population.

- Diversity consists of the experiences and expressions of different individuals. It addresses the range of human attributes, including age, gender, race, and sexual orientation while embracing the unique qualities that we all possess.
- Equity means all people are treated fairly. Individual rights, responsibilities, and opportunities are independent of personal identity.
- Inclusion is the cultivation of policies and environments where everyone is respected, differences are embraced, and the same opportunities are accessible to all.

We value diversity, equity, and inclusion because our talent pool is strengthened by diverse experiences, perspectives, and backgrounds. We also believe that everyone has a right to fair and equal treatment during the hiring process.

Our mission is to:

- Foster inclusive and diverse recruitment and hiring practices by removing barriers faced by candidates.
- Create, support, and maintain interviewing and hiring practices that are free from intimidating and discriminatory behaviour.
- Constantly address issues related to those represented by age, sex, race, gender identity, sexual orientation, physical disabilities, neurodiversity, and similar attributes.

We actively work to recognize, develop, and promote recruitment and hiring initiatives that embrace diversity, equity, and inclusion. Data-driven approaches will be used to guide these efforts and identify effective strategies to remove barriers to inclusion. At the same time, we ensure that all candidates are treated in a fair and equitable manner that supports their career success.

Governance

We provide tangible resources and opportunities for underrepresented groups, including but not limited to women, racialized individuals, people with disabilities, Indigenous persons, and those of a minority sexual orientation or gender identity.

In addition:

- hirequity will not work with employers who discriminate against anyone for any reason. If we determine that discrimination and deliberate bias is occurring during the hiring process, we will provide that company with written notification of our concerns. If the problem is not resolved immediately, we will refrain from further interactions with that employer.
- All job advertisements will be non-discriminatory. Similarly, on- and offline job ads will be diverse and inclusive, targeting all suitable candidates.
- All hiring criteria are based on merit, regardless of sex, race, disability, age, sexual orientation, religion, and similar characteristics.

The implementation and application of hirequity's DEI policy will rest with the founder and CEO, who will ensure that she and her staff operate in accordance with its terms and practical steps are taken to avoid any form of discrimination.

Roles, Expectations, and Training

All managers and staff responsible for or involved with the following duties will be made aware of and act in accordance with hirequity's DEI policy:

- Drafting job specifications and job advertisements
- Reviewing applications
- Appointment confirmation
- Candidate interviews
- Performance management
- Hiring
- Promotion opportunities

Managers and staff will receive training on this policy and its associated arrangements. This policy is covered in the onboarding process for new hires.

Our Results

In the 12 months leading up to May 2022, hirequity achieved the following candidate placement results:

- 37% were women (target goal is 70%)
- 35% were visible minorities (target goal is 65%)
- 10% were newcomers to Canada (target goal is 25%)
- 10% identified as having a disability (target pending)
- 15% have identified as being from the LGBTQI+ community (target pending)

As we grow and progress, our goal remains the same: to contribute to a highly diverse workforce created by fair and inclusive hiring practices.