



valuing applicants' additional experiences, lived experiences, skills, backgrounds and perspectives;

valuing applicants' demonstrated experiences and commitment to creating safe, inclusive, equitable, accessible environments;

considering applicants' response to SGDSB strategic priorities and;

granting first consideration, where skills, ability, and qualifications of the applicants are relatively equal, to applicants who self-identify as members of historically under-represented groups. Where a collective agreement governs the hiring or promotional process, this will be done in a manner that is consistent with SGDSB's collective agreement obligations.

### **3. Fairness and Transparency**

In recognition of its commitment to accountability as a fair, equitable and inclusive employer, SGDSB will implement and sustain the following mechanisms to help ensure that candidates are evaluated through a fair and transparent process:

- a conflict of interest policy and process;
- bona fide (or "legitimate") job requirements and qualifications, while following the requirements as outlined in applicable Regulation;
- where possible, diverse hiring panels to draw on the different experiences, skill sets and educational and professional backgrounds in the Board and;
- objective evaluation criteria and structured interview questions that prevent selection bias.

### **4. Employment Mobility**

The Superior-Greenstone District School Board supports employment mobility and the renewal of an experienced workforce. SGDSB is committed to providing equal opportunity to qualified applicants who have relocated from other school boards in Ontario to apply for any positions (occasional, long-term occasional, or permanent) for which they are qualified.

### **5. Monitoring and Evaluation**

The Superior-Greenstone District School Board will regularly monitor and evaluate its hiring policy and procedures in order to:

- assess the skills, equity and human rights competencies of its workforce and examine any gaps;

In addition, SGDSB will make plans to:

- develop and implement an appropriate response plan to ameliorate the identified gaps;

- collect workforce demographic data, determining the diversity of the workforce and identifying any gaps in representation;

- develop and implement an appropriate strategy to support the enhancement of diverse representation across all levels of the workforce and;

- ensure all empIT/F4 11.04 Tff4(en)3(ha)3(n)13(cem)9(en)3(t)-4( )-4(o)13(f)-4( )JT&TQq0.000009

## **References**

United Nations Declaration on the Human Rights of Indigenous Rights (UNDRIP)  
Ontario Human Rights Code  
Ontarians with Disabilities Act  
The Accessibility for Ontarians with Disabilities Act, 2005 (AODA)  
Integrated Accessibility Standards Regulation 191/11  
PPM 165 School Board Teacher Hiring Practices

## **Board References**

Criminal Background Check Policy 714  
Accessibility Policy 719  
Workplace Harassment and Human Rights Policy 717  
Conflict of Interest (New Policy)