



A Message from Michelle Simson, M.P. Scarborough Southwest



WORKPLACE EQUALITY

The 2007 Annual Report of the Canadian Human Rights Commission revealed quite a lot, especially about the representation of visible minorities in the public service and private sector.

As of March 31, 2007, the 72 federal government departments and agencies employed almost 180,000 people. Our government must ensure that the federal workplace adequately reflects the population at large, especially when it comes to visible minorities. We must also lead by example and encourage fair hiring practices in the private sector.

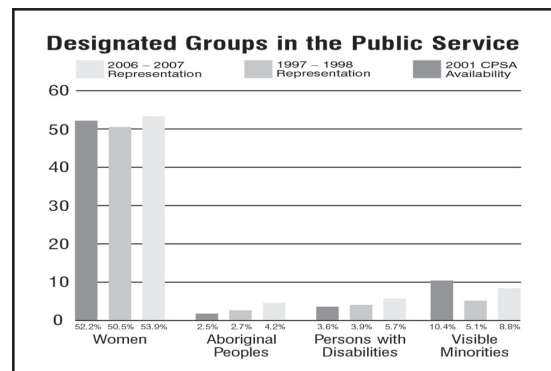
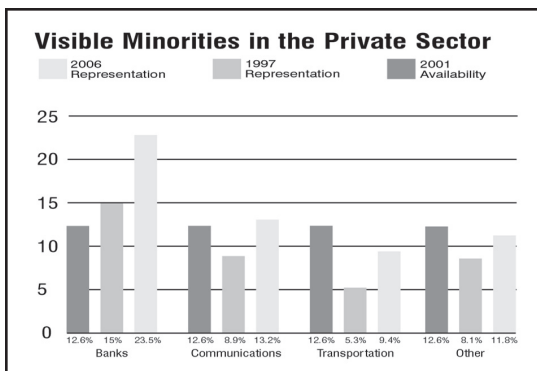
According to the Report, the share of jobs held by members of visible minorities in the private sector increased from 9.7% in 1997 to 14.9% in 2006. This was slightly higher than their availability of 12.6%. Members of visible minorities received 16.7% of all hires in 2006, up from 15% the previous year. Since 1997, their overall share of hires has been consistently higher than their availability, depending on the hiring sector.

However, at 8.8%, visible minorities still continued to be under-represented in the public service in 2006 – 2007, compared to their availability of 10.4%. As well, visible minorities received just 8.7% of all hires in 2006 - 2007 – the lowest proportion in the past 6 years. We should all be concerned about this statistical shortfall. I will be inquiring when the House of Commons resumes in September and seeking assurances in Ottawa that the new hiring targets will be met.

The Report also revealed some progress for other key groups. The overall representation of women 53.9% in the public service was just above their availability (52.2%). Women in the private sector held 43.1% of all jobs in 2006.

The proportion of aboriginal peoples (First Nations people, Status and Non-Status Indians, Inuit and Métis) in the public service in March of 2007 was unchanged from the previous two years at 4.2%, but still above their availability at 2.5%. Their share of hires, unfortunately, has been in decline since 2001. Representation of persons with disabilities in the public sector was 5.7% in March of 2007, down slightly from the previous year (5.8%), but still above their availability of 3.6%.

Policies and procedures are in place to ensure that equality and fairness are reflected in both government and private workplaces. We must continue to be vigilant to ensure we meet our goals. You can visit www.chrc-ccdp.ca to see the whole report and to get a good idea of where we currently stand.





You are cordially invited to attend a complimentary
brunch to celebrate

International Women's Day

Hosted by

Michelle Simson, M.P.

Scarborough Southwest

Special guest speaker

Hon. Kathleen Wynne,

Minister of Education

Date: Sunday, March 8th 2009

Time: 10:30 AM

Location: Second Base Youth Shelter

702 Kennedy Road, Scarborough

(South of Eglinton)

Admissions by RSVP only, please contact:

Tel: 416.261.8613

You and your family are cordially
invited to attend

***Michelle Simson MP's
Family Ice Skate***

Please bring your skates, helmets, dress
warmly, and be prepared for a lot of fun
for the whole family.

Date: Wednesday, March 18th 2009

Time: 2:00 PM to 4:00 PM

Location: Scarborough Arena Gardens
75 Birchmount Road (at Kingston Road)



Students looking for volunteer hours in the community:

<http://michellesimsonmp.ca/volunteer.php>