

Employment Equity Report for Seawatch

Company Overview

Seawatch is a unionized company operating in a competitive industry where salaries are determined through collective bargaining agreements. The company is committed to fostering an inclusive work environment and promoting employment equity. Seawatch recognizes the importance of diversity and strives to attract, retain, and develop talent from the four designated groups: women, Indigenous peoples, persons with disabilities, and members of visible minorities.

Current Workforce Analysis

1. Workforce Demographics: Seawatch currently employs 122 employees across various departments.

2. Job Classification and Salary Structure: The company's salary structure is determined by the bargaining unit, which ensures that all employees are compensated equitably based on their roles, skills, and experience. The classification system is designed to prevent discrimination and ensure that all employees, including those from designated groups, receive fair and competitive wages.

Employment Equity Initiatives

1. Recruitment Strategies:

- **Targeted Outreach Programs:** Seawatch partners with community organizations, educational institutions, and job fairs to reach potential candidates from the four designated groups. The company participates in career events specifically aimed at women, Indigenous peoples, persons with disabilities, and visible minorities to encourage them to apply for positions at Seawatch.
- **Inclusive Job Descriptions:** Job postings are crafted to be inclusive and free of biased language. Seawatch ensures that job descriptions emphasize the company's commitment to diversity and encourage candidates from all backgrounds to apply.
- **Partnerships with Indigenous Communities:** Seawatch has established partnerships with local Indigenous communities to create pathways for employment. This includes offering internships, apprenticeships, and co-op programs specifically designed for Indigenous candidates.
- **Collaboration with Disability Employment Agencies:** The company collaborates with agencies that specialize in employment for persons with disabilities to ensure that job opportunities at Seawatch are accessible. This includes providing

accommodations during the interview process and ensuring that all job postings are accessible.

2. Retention and Development Programs:

- **Mentorship and Sponsorship Programs:** Seawatch has implemented mentorship programs that pair employees from designated groups with senior leaders in the company. This initiative helps to foster professional growth and provides these employees with the guidance needed to advance in their careers.
- **Employee Resource Groups (ERGs):** The company supports ERGs that are focused on the needs and interests of the four designated groups. These groups provide a platform for employees to share experiences, network, and advocate for policies that support their professional development.
- **Workplace Accommodations:** Seawatch is committed to providing necessary workplace accommodations for persons with disabilities. This includes ergonomic workstations, assistive technologies, and flexible work arrangements to ensure that all employees can perform their roles effectively.
- **Cultural Competency Training:** Regular training sessions are conducted to educate all employees on cultural competency, unconscious bias, and anti-discrimination practices. This helps to create a more inclusive work environment and ensures that all employees feel valued and respected.

3. Monitoring and Reporting:

- **Equity Audits:** Seawatch conducts regular equity audits to assess the effectiveness of its employment equity initiatives. These audits analyze hiring, promotion, and retention data to identify any potential gaps or areas for improvement.
- **Employee Surveys:** The company conducts anonymous surveys to gather feedback from employees regarding the inclusiveness of the workplace. The results are used to inform future policies and programs aimed at enhancing equity and diversity.
- **Compliance with Employment Equity Legislation:** Seawatch ensures full compliance with federal and provincial employment equity legislation. The company submits annual reports detailing the progress made toward achieving its employment equity goals.

4. Challenges and Areas for Improvement:

- **Representation in Senior Roles:** While Seawatch has made significant progress in diversifying its workforce, there is still work to be done in increasing representation

from the four designated groups in senior management positions. The company is actively working on succession planning and leadership development programs to address this gap.

- **Retention of Indigenous Employees:** Retaining Indigenous employees has been a challenge due to various factors, including geographical relocation and cultural differences. Seawatch is working on implementing more culturally sensitive retention strategies and providing additional support to Indigenous employees.

Conclusion

Seawatch is committed to promoting employment equity and creating a workplace that is inclusive and diverse. The company's ongoing efforts to attract and retain employees from the four designated groups are central to its overall business strategy. By continuously evaluating and improving its employment equity practices, Seawatch aims to be an employer of choice for all individuals, regardless of their background.

Recommendations for Continued Progress:

1. **Enhance Leadership Diversity:** Continue to develop and implement leadership training programs that specifically target underrepresented groups to ensure diversity at all levels of the organization.
2. **Strengthen Partnerships:** Expand partnerships with community organizations, educational institutions, and employment agencies to further reach potential candidates from the four designated groups.
3. **Continuous Education and Training:** Regularly update cultural competency training programs to reflect the evolving understanding of diversity and inclusion in the workplace.
4. **Improve Data Collection:** Enhance data collection methods to better track the progress of employment equity initiatives and to identify any emerging trends or challenges.

By adhering to these strategies, Seawatch will continue to make meaningful progress in its employment equity goals and maintain its reputation as an inclusive and equitable employer