

Public: X  
Private:

Report No.: 07-09-1064  
Date: September 4, 2007

## HALIFAX REGIONAL SCHOOL BOARD Plan to Support Policy D.009 Diversity Management

**PURPOSE:** To update the Board on the plan to support the Diversity Management Policy.

**BACKGROUND:** On February 28, 2007 the Board approved the Diversity Management Policy and requested a presentation on the implementation schedule for the 2007-2008 school year. The Board approved the creation of the Diversity Management Consultant's position thus adding a position to support the Diversity Management Coordinator in implementing the Board's Diversity Management strategies.

**CONTENT:** The Diversity Management Policy is a tool that will be used by Senior Staff to create diversity management plans. Each member of Senior Staff will contribute to the Superintendent's overall plan of diversity management strategies. The Diversity Management Coordinator will provide professional development sessions, on an as-needed basis, for senior staff, central office staff and school administration to support the Diversity Management Policy and equity goals. The schedule of timelines below is subject to the Board's ability to fill the position of Diversity Management Consultant.

**COST:** N/A

**FUNDING:** N/A

### **TIMELINES: Diversity Management Policy Implementation Schedule**

► **Workforce Survey - Data Collection 2007 to 2008:** Board Services distributed the *Workforce Survey* to all board employees in March 2006. The collection of this data is on-going, new employees are expected to complete the *Survey*.

► **Workforce Profiles - May, 2008:** the Diversity Coordinator, staff of Human Resources and the Data Analyst will use information obtained from the *Workforce Survey* to prepare workforce profiles for each department director.

► **Employment Systems Review – Central Office, 2007 to 2008:** Senior staff has received two professional development sessions dedicated to the Employment Systems Review Process. Focus Groups are planned for Human Resources staff and Central Office Staff in October, 2007.

► **Diversity Management Planning, 2007 to April, 2008 –** the Diversity Management Coordinator will work with Directors to develop the Board's 3-year plan. The overall plan will include short and long term goals, details for reaching the goals and measuring progress.

► **Professional Development 2007 to 2008:** The Diversity Coordinator will provide sessions, specific to each component of the process, as Senior Staff works to develop the plan.

► **Diversity Management Plan –** The Superintendent will present the Plan to the Board in May, 2008.

**APPENDICES:** N/A

**RECOMMENDATIONS:** It is recommended that the Board receive this report for information.

**COMMUNICATIONS:** N/A

**FROM:** Heather Chandler  
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**TO:** Senior Staff, September 10, 2007  
Senior Staff, September 17, 2007  
Board Meeting, September 26, 2007

*Date: September 13, 2007*