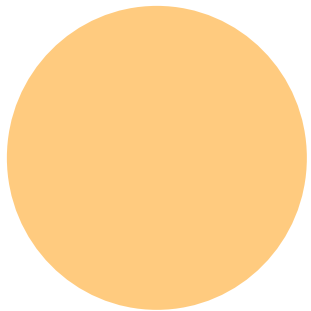


Message from the Editor

Dear Queen's University Member,

Welcome to the eighth issue -monthly

The theme of this issue is "Advancing Equity at Queen's: A Shared Responsibility". This issue highlights two taking place at human Resources "Recruitment Boot Camp" and The Abo



environment that embraces the diversity of people, that helps them to achieve

h in their unique way, the two above Queen's reach the goal of overcoming barriers to

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Employment Aboriginal Cultural Safety Training at Queen's

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units across campus for the past three years. More recently, the training has garnered attention of other departments (outside of the health sciences) who have been requesting the training for staff, students, and faculty in their units. A

Ontario has the highest number of Aboriginal peoples in Canada. Of the total 1,172,785 persons of Aboriginal ancestry in Canada in 2006, 242,490 (21.0%) live in Ontario. Almost 78% of Aboriginal people reside in off-reserve (rural, non-reserve and urban) communities. It is well documented that many underlying factors negatively affect the whole health (mental, spiritual, emotional, and physical) of Aboriginal people in Canada. The Aboriginal population has generally noted that they have experienced culturally insensitive healthcare practices and interactions that have often included subtle and overt forms of racism. The results of an initial environmental scan indicated that except for medical schools, a few nursing schools and schools with Aboriginal-specific curricula, all other programmes had little to no Aboriginal content in their curriculum.

One of the proposed solutions was to train all front line health care professionals in the area of Aboriginal cultural safety. The Anishnawbe Health Toronto (AHT), a fully accredited Community Health Centre, initiated the a program designed to address gaps in post-secondary health sciences curricula in the area of Aboriginal cultural safety for healthcare providers. The Four Directions Aboriginal Centre at Queen's University has been involved in the project and has been delivering the Aboriginal Cultural Safety program to health

For more information on the Aboriginal Cultural Safety Training program, please contact Laura Maracle at laura.maracle@queensu.ca

Equity in the Focus

Everyone has individual biases, which are determined by factors such as social environment, upbringing and culture. However, when it comes to the recruitment selection process, these biases can effect key hiring decisions and at times lead to prospective candidates ~~not~~ being passed for key positions and organisations missing out on key talent.

While those involved in the hiring process might be aware of a few conscious biases they have, it's those that they are not aware of the unconscious biases that pose the highest risk. This is something that needs to be addressed by all involved in recruitment, from HR professionals and recruiters, to external search firms, right through to front line directors and managers. When hiring, the end goal is simply to get the best talent on board to help the business grow. However, if unconscious bias is a factor, it can lead to a lack of diversity, and potentially a lack of

new science of “unconscious bias” applies to
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biases and becoming aware of our own biases

educate on the importance each of these plays throughout the hiring process.

The Client Services Team (CST), Human Resources, will be reaching out to their client groups to schedule sessions over the coming months. All sessions will be facilitated by members of the CST who will continue to provide ongoing support and resources following the session. For more information on the Recruitment Bootcamp, please contact Mary Elms at: mary.elms@queensu.ca

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