

# Racism-Free Workplace Strategy

*Building Fair and Productive Workplaces in Canada*



***Equality, diversity and inclusion are at the core of Canadian values. Canada promotes these principles throughout the world along with its commitment to treat all people with dignity and respect.***

The Minister of Labour is responsible for the *Employment Equity Act* - an important piece of legislation, now in its 20<sup>th</sup> year.

The Act aims to address barriers to employment faced by:

- Women
- Persons with disabilities
- Aboriginal peoples
- Visible minorities

Not only does employment equity increase access to the workplace for diverse groups, it also supports efforts to develop a strong competitive and productive economy.

In an increasingly knowledge-based and human resource-focused economy, the supply of skilled workers is one of the most critical factors for Canada's productivity. Like many other industrial nations, we are facing skills shortages in key occupations and an aging population.

***A diverse work force helps us to face these challenges.***

The Labour Program's *Racism-Free Workplace Strategy* promotes a fair, productive and inclusive workplace by:

- promoting employment equity education;
- fostering public recognition of the principles and objectives of employment equity;
- facilitating the dissemination of tools, best practices, success stories and business cases; and
- bringing employers, designated groups and other stakeholders together to work on innovative partnership approaches to training, recruitment, advancement and retention.

The Strategy is a key component of the Government's *A Canada for All: Canada's Action Plan Against Racism*.

Canadian Heritage, in partnership with the Labour Program - Human Resources and Social Development Canada, Citizenship and Immigration Canada, and Justice Canada are working to implement the Action Plan.

For more information, please visit [hrsdc.gc.ca](http://hrsdc.gc.ca).

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