

Canadian Grain Commission Gender-based analysis plus

Institutional GBA+ Capacity

The Canadian Grain Commission is a small science-based and regulatory department of approximately 450 employees with many non-traditional and highly technical positions. The organization incorporates gender-based analysis plus (GBA+) objectives in its efforts to foster a diverse and inclusive workplace. The Canadian Grain Commission achieves this through the objectives, plans and initiatives related to its programs, including: employment equity and diversity; respectful workplaces; mental health and well-being; values and ethics; and official languages.

Highlights of GBA+ Results by Program	
Governance structures	<ul style="list-style-type: none"> • Although the Canadian Grain Commission does not have a specific GBA+ implementation plan, it has a governance structure and planning process that incorporates GBA+ objectives into its employment equity and diversity outcomes, action plan and framework. • Canadian Grain Commission senior management provides oversight and leadership for employment equity and diversity. The Chief Operating Officer (the senior public servant) is the Employment Equity and Diversity Champion and the Human Resources Director is the Multiculturalism Champion. Employment equity and diversity is a periodic agenda item at senior management meetings throughout the year. Employment equity and diversity programs at the Canadian Grain Commission are implemented in consultation and collaboration with bargaining agents. In support of this, employment equity and diversity is a standing agenda item at all National Union-Management Committee meetings. • As part of the organizational planning framework, employment equity and diversity continued to be a priority in the Canadian Grain Commission-wide organizational Human Resources objectives for 2019-20. Additionally, the Canadian Grain Commission established a new three-year Employment Equity and Diversity Action Plan detailing specific outcomes and activities for 2020-2023. These goals will be monitored and evaluated by senior management at least annually. • The Canadian Grain Commission has a very active and committed National Employment Equity and Diversity Committee. This committee was established to support management in fulfilling its responsibilities outlined in applicable legislation and policies (e.g. <i>Employment Equity Act</i>, <i>Canadian Human Rights Act</i>, <i>Multiculturalism Act</i>) and in implementing initiatives to achieve Canadian Grain Commission-specific employment equity and diversity objectives. The National Employment Equity and Diversity Committee has members representing the designated groups and many other diverse communities (e.g. LGBTQQIAAP). This committee also has representation across all geographic regions of the organization. • The Human Resources division supported management and the National Employment Equity and Diversity Committee in its legislative responsibilities and in accomplishing the Canadian Grain Commission's goals for employment equity and diversity.
Human resources	<ul style="list-style-type: none"> • Being a small department, the Canadian Grain Commission did not have full-time equivalents dedicated to GBA+ implementation or a GBA+ responsibility centre in 2019-20. However, the following resources were dedicated to applicable activities: <ul style="list-style-type: none"> ○ Approximately 0.4 full-time equivalents were dedicated to employment equity and diversity activities from the Human Resources division. ○ There were 13 CGC employees on the National Employment Equity and Diversity Committee who dedicated time monthly and throughout the year.

Initiatives	<p>In 2019-20, the Canadian Grain Commission focused on the following long-term employment equity and diversity outcomes:</p> <ul style="list-style-type: none">• Representation of designated group members throughout the organization equal to or better than workforce availability.• Managers and employees are educated on employment equity and diversity and related topics.• Healthy and respectful workplaces that eliminate barriers and discrimination for designated group members and all employees. <p>In support of these longer-term outcomes, the Canadian Grain Commission established the following initiatives for 2019-20 with the corresponding results:</p> <ul style="list-style-type: none">• Increase representation of persons who are visible minorities and women in the organization with specific hiring strategies in grain inspector positions (largest representation gaps). Note: In 2019-20, the Canadian Grain Commission was at or above workforce availability for the organization in 3 of the 4 employment equity designated groups. A gap emerged in 2019-20 for the Persons with Disability designated group. This gap resulted from the new method in which workforce availability for this group was calculated and determined for the public service, which affected all federal departments.• Education of staff in diversity related topics continued to be a priority. The Canadian Grain Commission provided access to training on anti-discrimination and harassment prevention in 2019-20.• The Human Resources and the National Employment Equity and Diversity Committee coordinated and monitored these 2019-20 goals. Senior management receives results at least annually for accountability and planning purposes.
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