



**Section: PS 1001**

**Workplace Diversity  
Introduction**

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**Purpose**

To improve representation of Aboriginal people, people with physical/mental disabilities, members of visible minority groups, women in management and non traditional occupations in the public service.

**Policy**

The Government of Saskatchewan is committed to an employment system which provides equality of opportunity and which leads to equality of results for individuals from the designated groups.

Despite laws to ensure that all people are treated equally, discrimination and disadvantage exist in Canadian society. Traditionally, some groups of people have faced barriers to employment. These people have been denied full participation in the labor force for reasons unrelated to ability.

**Workplace Diversity**

Workplace Diversity means taking positive steps to ensure all people are represented at all levels in the work force. It is a strategy designed to eliminate barriers faced by the designated groups.

**Goals**

There are three goals of the Government of Saskatchewan's Workplace Diversity Program:

- to eliminate employment barriers caused by discrimination and disadvantage;
- to remedy the past effects of, and prevent future, discrimination and disadvantage; and
- to create a workplace that reflects the equitable distribution of designated groups in the labour market.

**Designated Groups**

Women in management and non-traditional occupations, Aboriginal people (Indian, Metis and Inuit), persons with physical/mental disabilities, and members of visible minority groups are designated groups because they are not employed in the same proportions in which they are available in the working age population (ages 15-64).



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**Systemic Barriers**

Policies and practices which have resulted in an under-representation of individuals from the targeted groups, and have had a discriminatory impact.

**Non Traditional**

Includes those occupational groupings and classifications in which women are represented at a level of less than 45%. Typically these positions include management, skilled trades and technical positions.

**Application**

The Sask Human Rights Commission (SHRC) has approved three plans applicable to:

- out-of-scope employees (1987)
- SGEU employees (1988)
- CUPE employees (1989)

**Inquiries**

Workplace Diversity, Public Service Commission