

## **Memorandum**

To: Advisory Committee on Equity

From: Janice McCoy, Superintendent of Human Resources

Date: 28 January 2021

Re: Report 20-114 Equitable Recruitment and Hiring Policy

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Please find attached Report 20-114 -Equitable Recruitment and Hiring Policy for teachers, for purposes of the upcoming discussion at Advisory Committee on Equity (ACE).

The draft policy was developed to comply with a draft Policy/Program Memorandum (PPM) released by the Ministry of Education following the repeal of Regulation 274 - Hiring Practices, as of the end of October 2020.

A final policy, revised to reflect the discussions at Committee of the Whole on December 8, 2020, and the December 15, 2020 Board meeting, will be submitted to the Board for final approval, once the final PPM has been released. The delay in issuing the final PPM provides an opportunity to solicit additional input and advice from additional stakeholders and advisory bodies, including ACE

Janice McCoy, Superintendent of Human Resources, will be in attendance at the meeting to provide a brief overview of the policy, answer questions and hear the Committee's advice and feedback.