



Toronto Community Housing Corporation
931 Yonge Street
Toronto, ON
M4W 2H2

Briefing Note: For Information

To: Governance, Communications and Human Resources Committee
("GCHRC")

From: Barbara Shulman, Chief People & Culture Officer

Date: June 23, 2023

Re: GCHRC Meeting of May 17, 2023 – Business Arising from the Public Meeting Minutes and Action Items Update (TCHC's Talent Acquisition Outreach re: Equity, Diversity, and Inclusion Initiatives)

PURPOSE:

At its May 17, 2023 meeting, the GCHRC requested that Management provide details of the strategies employed to source diverse candidates for available positions at Toronto Community Housing ("TCHC"), including a list of any partners that TCHC works with to expand its reach to equity deserving groups.

This briefing note provides high level information for the GCHRC to understand some of the strategies the Talent Acquisition team has been using to diversify the candidate pool for open positions at TCHC. The information provided within does not include an exhaustive list of the tools and strategies, but provides insights into the approach and efforts we are making to source, attract and hire diverse talent. We continue to amend our approach as we learn and are exposed to new ideas and best practices.

It is important to note that the strategies outlined in this briefing note are related to outreach to potential candidates. Additional efforts by the Talent Acquisition team in collaboration with the other Human Resources units are ongoing to help foster an organizational culture that is inclusive to help TCHC retain its diverse workforce.

Talent Acquisition Outreach Strategies:

In consultation with our internal stakeholders, including our Employee Networks, the Centre for Advancing the Interests of Black People (“the Centre”), and the Diversity Steering Committee, we have created a list of “inclusive” posting sources to draw from when advertising open positions at TCHC. The list includes information on the source organization, who the target audience is, and any costs associated with posting on the website. As part of the recruitment process, the Talent Acquisition team engages with the hiring manager to advise and guide the ways in which different positions may benefit from posting on these inclusive sites. The list is updated on a regular basis based on effectiveness, additional posting opportunities that arise, and feedback from the Senior Consultant, Equity, Diversity, and Inclusion, internal stakeholders, and hiring managers. In addition, TCHC has partnered with Pride at Work and BlackNorth Initiative to have our live job postings automatically posted from the TCHC careers page to their job boards. These partnerships allow us to share our open jobs with many people of different dimensions of diversity and showcase the opportunities available for them at TCHC.

Job opportunities are shared and promoted on Toronto Community Housing’s social media platforms, such as LinkedIn and Instagram. TCHC also uses these social media sources to bring awareness to elements of equity, diversity, and inclusion. We promote the work of the Equity, Diversity, and Inclusion (“EDI”) Strategy and the Centre’s Confronting Anti-Black Racism Strategy (“CABR Strategy”), refer to TCHC’s website and the information on the EDI Strategy. We also share the efforts we are making to diversify our talent pool on the TCHC career page. By sharing this information with the public, we provide prospective candidates with insights into the culture of TCHC: a place where they can feel included and a sense of belonging.

The Talent Acquisition team has most recently implemented a recruitment pilot project called “Open Houses.” Open Houses are information sessions hosted by the hiring manager and some team members with the support of the Talent Acquisition team. The sessions provide potential candidates with a look “behind the scenes” to understand the job beyond what is written in the job description online. We promote TCHC as an employer, our commitment to creating a diverse workplace, and the ability to participate in Employee Networks, along with other information that may entice

candidates to apply now or in the future. The open houses are held over lunch and/or after work so that potential candidates are able to participate in a manner that provides confidentiality in their job search. A guide for hosting inclusive open houses for hiring managers has been created and will become more broadly shared and promoted in the coming months. TCHC recognizes the value that comes from different viewpoints, unique experiences, and diverse perspectives. Diversity plays a key role in our ability to deliver on our mission. The Talent Acquisition and hiring leaders at TCHC are dedicated to learning and using best practices and innovative methods to reach, attract and hire diverse candidates so our workplace reflects the cultural mosaic of our great city and the communities we serve.

SIGNATURE:

“Barbara Shulman”

Barbara Shulman
Chief People and Culture Officer

STAFF CONTACT:

Kelly Schilthuis, Director, Talent Management
416-981-4148
Kelly.Schilthuis@torontohousing.ca