

RCCDSB Equity Audit Paves Way for More Inclusive Future, Benefiting Students, Staff, and Families

Pembroke, ON – May 27–The Renfrew County Catholic District School Board (RCCDSB) has released the results of a thorough workplace equity audit, demonstrating its strong dedication to recognize and remove barriers to create just and equitable opportunities for all.

The goal of this work is to support the Board throughout its journey to becoming a truly inclusive organization consistent with the Board's mission of fostering an "inclusive Catholic learning community called to love unconditionally and educate hearts and minds in the way of Christ."

The audit involved a thorough examination of Human Resources policies, procedures, and competition files from 2022-2023, alongside extensive employee consultation. Over 400 employees, representing approximately 36% of the workforce, participated through focus groups, interviews with senior leaders and union representatives, and an online Workplace Equity and Inclusion Survey.

The audit aimed to identify potential systemic, cultural, and attitudinal barriers impacting equity-seeking groups within the Board's employment systems and practices.

Key themes emerging from the findings highlight opportunities to:

- Diversify the workforce at all levels
- Foster respectful and inclusive work environments
- Create more equitable policies and practices
- Enhance workplace accessibility and employee accommodations based on code-protected grounds

"We are grateful to the many staff members who generously shared their perspectives throughout this process," said RCCDSB Mark Searson, Director of Education, "Their feedback is invaluable and provides a clear roadmap for necessary improvements. This audit is not just a report; it's a critical milestone that will inform concrete, measurable actions."

RCCDSB is fully committed to transparency and action. The Board is currently developing a comprehensive action plan based directly on the audit's recommendations. This plan will outline specific steps, timelines, and responsibilities to address the identified areas for improvement and build a more equitable future together.

The report and detailed findings have been made available to RCCDSB staff,

RCCDSB encourages all staff to engage with the findings and join in the collective effort to create a more welcoming and equitable workplace and learning environment for everyone in the community.

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