



REPORT TO

REGULAR BOARD

REPORT OF THE GOVERNANCE AND POLICY COMMITTEE TO UPDATE THE FAIR PRACTICE IN HIRING AND PROMOTION POLICY (H.M. 40)

*I charged your judges at that time: “Give the members of your community a fair hearing, and judge rightly between one person and another, whether citizen or resident alien.
(Deuteronomy 1:16)*

Created, Draft	First Tabling	Review
April 24, 2018	May 8, 2018	October 9, 2018

Mark Moffett, Senior Coordinator, Academic Service – Human Resources
Peter Aguiar, Superintendent of Student Achievement and Wellbeing, Area 4

RECOMMENDATION REPORT

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



Rory McGuckin
Director of Education

D. Koenig
Associate Director
of Academic Affairs

T. Robins
Acting Associate Director
of Planning and Facilities

L. Noronha
Executive Superintendent
of Business Services and
Chief Financial Officer

A. EXECUTIVE SUMMARY

This report recommends updating the current Fair Practice in Hiring and Promotion Policy (H.M.40).

The cumulative staff time required to prepare this report was 1 hours

B. PURPOSE

This Recommendation Report is on the Order Paper of the Governance Policy Committee as it recommends policy revision.

C. BACKGROUND

1. The Fair Practice in Hiring and Promotion Policy (H.M.40) was first approved in September, 2013.
2. At the May 8, 2018 meeting of the Governance and Policy Committee the staff recommendation to adopt the Fair Practice in Hiring and Promotion Policy (H.M.40) and the accompanying Operational Procedures was adopted and referred to Board.
3. At May 17, 2018 meeting of the Board, the policy was referred to the May 31, 2018 Student Achievement Committee meeting.
4. At the May 31, 2018 meeting of the Student Achievement Committee, the Committee referred the policy to the Governance and Policy Committee with a recommendation that the concept of bias was to be examined.
5. The amended policy was presented at the October 9, 2018 meeting of the Governance and Policy Committee and the committee accepted the staff recommendation that the Fair Practice in Hiring and Promotion Policy (H.M.40) and the accompanying Operational Procedures be adopted.

D. APPENDIX

1. Appendix A: Fair Practice in Hiring and Promotion Policy (H.M.40)
2. Appendix B: Fair Practice and Promotion Policy –Operational Procedures: Staff Recruitment and Selection

E. STAFF RECOMMENDATION

That the Board accept the recommendation of the Governance and Policy Committee and approve the Fair Practice in Hiring and Promotion Policy (H.M.40) as amended and proposed in Appendix A.