

Definition/Description:

Evidence that Staff Diversity in WHR is Valued

Source:

Director, Staff/Organizational Development and Accountability, Winnipeg Regional Health Authority

Director, Aboriginal Human Resources Initiative, Winnipeg Regional Health Authority

Findings/Highlights:

- A 'Staff Diversity Survey' occurred in April/May 2004.
- It gathered information related to language, declared Aboriginal status, and reported disability of WRHA staff.
- The WRHA maintains an 'Aboriginal Human Resources Initiative', a major function of which is to encourage Aboriginal people to apply for posted positions and to declare themselves as such on their documentation.
- In the Third Quarter (ending September 30, 2003) of the 2002/03 FY, 9% of all resumes received at the WRHA recruitment office were from persons self-declaring as Aboriginal (765 in total).
- Of the 'new hires' from that office, 36 out of 194 or 19% were self-declared Aboriginal persons.
- All WRHA staff is encouraged to attend a two-day Aboriginal Culture Awareness Workshop. These workshops are ongoing and are held periodically throughout the year or as demand requires.
- Attendance at the Aboriginal Culture Awareness Workshops have been as follows:
 - 2001/02 – 442 participants
 - 2002/03 – 624 participants
 - 2003/04 – 374 participants (up to December 31/03)