



# PUBLIC SERVICE COMMISSION

2023-2024



DIVERSITY AND  
INCLUSION

ANNUAL  
PROGRESS  
REPORT

SHAPE THE  
*Future*

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## Acknowledgement of the Indigenous Peoples of Prince Edward Island

We acknowledge that the land on which we live, work, and gather is the ancestral land of the Mi'kmaq, and we respect the Mi'kmaq as the Indigenous people of Prince Edward Island.

The Government of Prince Edward Island deeply values and honors its longstanding relationships with Indigenous peoples. The government is committed to actively implement the Truth and Reconciliation Commission's (TRC) Calls to Action through concrete measures that promote reconciliation. This partnership is rooted in mutual respect, recognition, and a shared responsibility to preserve these partnerships now and in the future.<sup>1</sup>

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<sup>1</sup> [Truth and Reconciliation Commission of Canada: Calls to Action](#)

## Message from the Minister Responsible for the Public Service Commission

As the Minister responsible for leading the Government's commitment to modernizing and building a public service that represents our Island's growing and changing population, I am proud to present the second Diversity and Inclusion Annual Progress Report.



The Government of Prince Edward Island is committed to equity, diversity and inclusion, and strengthening an engaging, safe, respectful and inclusive workplace culture. This report is an account of the work of the Public Service Commission (PSC) and our civil service departments and agencies to ensure these values continue to shape our leaders and our workforce.

A handwritten signature in cursive script that reads "Jill Burridge".

Honorable Jill Burridge  
Minister of Finance  
Minister Responsible for the Public Service Commission

## Message from the Chief Executive Officer

As we reflect on our inclusion journey, I am filled with immense gratitude for the progress we have made together. The past fiscal year has been marked by significant milestones and transformative initiatives that have further embedded equity, diversity, inclusion, and accessibility principles into the fabric of the public service.

From the successful implementation of inclusive policies to the launch of impactful community programs, our collective efforts have created a more equitable and welcoming environment for all.

Our commitment to an inclusive and accessible public service has remained unwavering. We have learned valuable lessons from our experiences and have continuously adapted our strategies to better serve our diverse community. The feedback and engagement from our stakeholders have been instrumental in shaping our approach, ensuring that our initiatives are not only effective but also resonate deeply with those we aim to serve.

Looking ahead, we are excited to build on this momentum and continue driving meaningful change. We remain dedicated to fostering an inclusive culture where everyone feels valued and empowered to contribute their unique perspectives.

Thank you for your ongoing support and commitment to the government of Prince Edward Island's diversity and inclusion mission, building a public service that is representative of the diverse communities that we serve.



Tanya Rowell  
Chief Executive Officer (CEO)  
Public Service Commission



## Message from the Chair, Diversity and Inclusion Advisory Committee

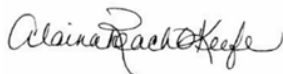
To create inclusive and psychologically safe workplaces, we need to continue to move beyond traditional approaches and foster open dialogues and teamwork and as the newly appointed Diversity and Inclusion Advisory Committee chair, I am eager to support this important mission.

Although new to this role, I am proud of the progress the committee has made, including supporting the launch of the 2022-2025 Diversity and Inclusion Strategy. This strategy acts as a roadmap and outlines the inclusion framework for advancing the public service over the coming years.

Thank you to past leadership, the committee achieved significant milestones, increasing awareness and embedding equity, diversity, inclusion, and accessibility within the culture of the public service.

The dedication of our committee members in prioritizing the voices of public service employees is truly remarkable and I am grateful for our committee members, colleagues, leaders who act as champions, and the organization for their support.

Looking forward, I am confident in the bright future of the committee and its initiatives. I reiterate the importance of diversity and inclusion within our organization. By embracing these values, we can attract and retain top talent, driving innovation and success.



Alaina Roach O'Keefe

Chair, Diversity and Inclusion Advisory Committee

Director, Organizational Development, Culture, and HR Planning

Public Service Commission

## Diversity and Inclusion Advisory Committee

### Background

The Diversity and Inclusion Advisory Committee (DIAC) is an interdepartmental advisory committee entrusted with the responsibility of advising PEI's PSC on matters relating to workplace diversity and inclusion, and strategic planning. Established in 2001 by the Government of PEI and most recently renewed and approved by the Executive Council, DIAC consists of twenty-one representatives from across government departments and agencies.

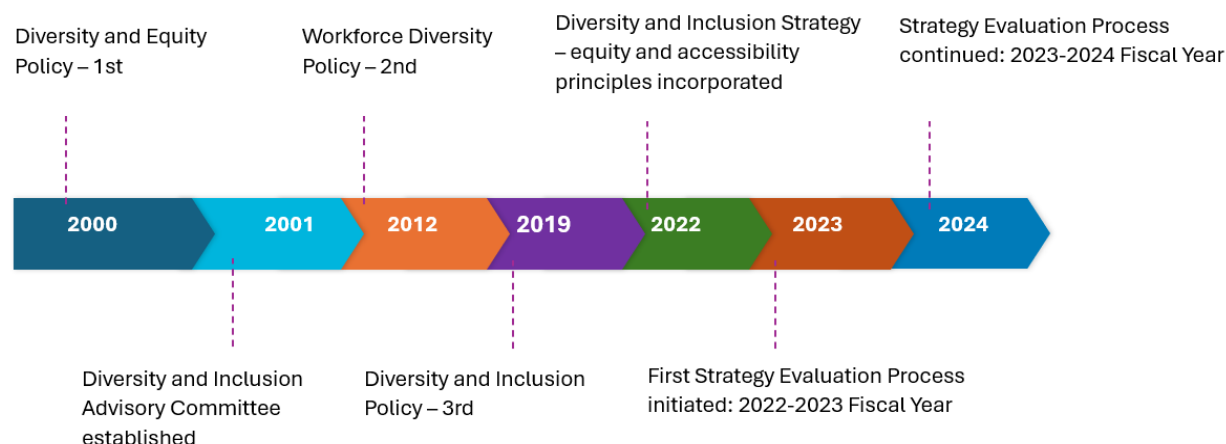
### Focus

Overseeing the overall public service development, implementation of the Diversity and Inclusion Policy, Strategy, learning and development programs, and advising the PSC on policy review, evaluation and any other matters related to workplace equity, diversity, and inclusion initiatives.

### Members Responsibilities

- Modelling and championing a provincial approach to achieve an equitable, diverse, inclusive, and accessible public service that is representative of the province's diversity.
- Supporting and advising the PSC regarding equity, diversity, inclusion, accessibility strategic planning, and any other matter that relates to inclusion in the workplace.
- Monitoring and reporting outcomes of the Policy and Strategy implementation.
- Participating in roundtables to share best practices.
- Identifying challenges at the departmental or corporate level and proposing recommendations or concerns as they relate to inclusion work.
- Acting as the link between their respective departments or agencies and the PSC.
- Reporting back to DIAC on departmental priorities and actions.
- Communicating the committee's ongoing discussions, goals, and resolutions to their departments or agencies among other duties.

## Diversity and Inclusion Policy Evolution



## Policy Compliance

The Diversity and Inclusion Policy applies to departments and agencies employed in the Government of PEI which are covered by the *Civil Service Act*.<sup>2</sup> All entities covered by the various schedules of the *Financial Administration Act*<sup>3</sup> can endorse this policy or develop a similar policy. The spirit and intent of this policy should serve as a guideline for entities in developing their own policies. Updated diversity and inclusion definitions in the public service are accessible on the Government of PEI website.<sup>4</sup>

As such, the following government departments and agencies submitted feedback on their progress implementing the Strategy's goals. Departmental outcomes are based on current governance structure.

- Agriculture
- Economic Development, Innovation and Trade
- Education and Early Years
- Environment, Energy and Climate Action
- Executive Council
- Finance
- Fisheries, Tourism, Sport and Culture
- Health and Wellness
- Housing, Land and Communities
- Justice and Public Safety
- PEI Liquor Control Commission | PEI Cannabis Management Corporation
- Public Service Commission
- Social Development and Seniors
- Transportation and Infrastructure
- Workforce, Advance Learning and Population

<sup>2</sup> [Civil Service Act](#)

<sup>3</sup> [Financial Administration Act](#)

<sup>4</sup> [Diversity and Inclusion Definitions](#)



## PSC Diversity and Inclusion Office

During the 2023-2024 fiscal year, the Diversity and Inclusion Office was housed in the PSC's Staffing, Classification and Organizational Development division (p.24).<sup>6</sup> As of January 20, 2025, it was transferred to the new Organizational Development, Culture, and HR Planning division ([Appendix G](#)). PSC's Diversity and Inclusion Office monitors adherence to the policy and strategy and continues to adapt to the evolving workplace diversity. It focuses on the following key areas, though the list is not exhaustive:

- Provides leadership and expertise in the design, development and implementation of organization-wide equity, diversity, inclusion, and accessibility related activities; administers and monitors the Diversity and Inclusion Policy and Strategy and multiyear action plan that includes short-term and long-term goals and metrics.
- Supports diversity employees and job seekers to secure employment and/or advance a meaningful career with the Government of PEI.
- Promotes policy compliance through close collaboration with government departments and agencies, intergovernmental working groups, and employee representatives (e.g. union).
- Leads DIAC meetings, consolidates inputs and implements recommendations from departmental representatives.
- Champions inclusion initiatives and celebrates diversity within the public service through employee recognition and commemoration of significant dates and events.
- Builds community connections by regularly engaging with individuals, community members, advocacy groups, non-profit organizations or service agencies representing diversity members in the province.
- Assists with the design and development of civil service training and education programs focused on cultural competency, cultural understanding, inclusive work environment and valuing diversity in the workplace and community.
- Enhances knowledge sharing among interdepartmental working groups and interjurisdiction committees, and other internal and external stakeholders.
- Provides technical tools, expertise and evidence-based resources on equity, diversity, inclusion, and accessibility planning and management.
- Leads capacity building through evidence-based intersectional inclusion research and application of best-practices.
- Acts as subject matter specialists in inclusion related service areas and policies, programs and projects that impact diverse populations.

## Overview of Achievements

The following sections are an overview of activities completed between April 1, 2023, and March 31, 2024, across government departments, including the Public Service Commission.

### Achievements are based on our inclusive principles and the realization that:

- *Inclusion of all* builds the capacity of the public service.
- Cultural competence creates respectful workplaces.
- Diversity management and inclusive practices enhance workplace culture and employee well-being.
- Fairness and accountability contribute to excellence in public service.

### Summary of Notable Achievements:

- Expanded staff capacity to support intersectional programs and EDI related service delivery in schools, for women and gender-diverse people, and in the community.
- Renovated the Sage Room to increase seating capacity for in-person training, expanded the frequency of cultural competency course offerings by adding two Braver Spaces sessions, and increased the total number of sessions from 12 to 14.
- Prioritized accommodation and accessibility requests for staff and job candidates to ensure safer, more inclusive workplaces, and timely responses.
- Boosted funding for internal and external inclusion initiatives ([Appendix E](#)).
- Strengthened engagement and collaboration with stakeholders to foster better relationships.
- Enhanced the digital and physical accessibility of employment information, programs, services and government premises.
- Increased the number of multifaith prayer spaces (from 2 to 3), and gender-neutral washrooms in workplaces.
- Identified fewer employment barriers for diversity members, because of enhanced accommodation process e.g., use of assistive technology like C-pens or dragon text-to-speech software, etc.
- Celebrated the civil service workforce diversity by recognizing significant days in the PSC's diversity and inclusion calendar, hosting flag raising ceremonies, and organizing events to honour and appreciate diverse cultures and contributions.
- Leveraged internal subject matter specialists on various equity, diversity, inclusion and accessibility initiatives.

## Goal 1: Building an Inclusive and Diverse Public Service

### 1.1 Enhance and support the screening, selection and recruitment processes for members of diversity groups.

Number	Strategies and Actions	Measures of Success
1.1.1	Ensure job postings and interview processes are inclusive and accessible.	<ul style="list-style-type: none"> <li>Continued use of the corporate equity, diversity, and inclusion value statement in all job postings (<a href="#">Appendix A</a>) was reported by 13 departments and two agencies.</li> <li>Government maintained its expanded reach and access to employment opportunities by consistently advertising jobs on various social media networks and association job boards, including <a href="#">JobsPEI</a>, as well as PSC's <a href="#">Facebook</a>, <a href="#">LinkedIn</a>, and <a href="#">Indeed</a> accounts.</li> <li>Accessibility, accommodation, the UPSE Civil Qualification Equivalency Framework Guideline,<sup>5</sup> and the standardization of assessment tools were the most frequently utilized forms of inclusive recruitment best practices by 13 departments and two agencies (<a href="#">see Figure 1</a>).</li> </ul>
1.1.2	Review current hiring practices and identify any barriers to inclusion and areas for improvement.	<ul style="list-style-type: none"> <li>Inclusive recruitment best practices for hiring and onboarding processes were integrated in 13 departments and two agencies. These practices included annually updating position questionnaires to ensure minimum qualifications were essential for job performance; using inclusive language in all communications; ensuring interview strategies and questions were relevant to the job; training managers and human resources professionals on screening internationally educated professionals, unconscious bias and cultural competency; offering accommodation to candidates; and keeping employment information on the PSC website up-to-date and accessible.</li> <li>Fewer employment barriers were identified in the 2023-2024 fiscal year (<a href="#">Appendix B</a>), attributed to initiatives implemented to address issues reported in the 2022-2023 fiscal year.<sup>6</sup></li> </ul>

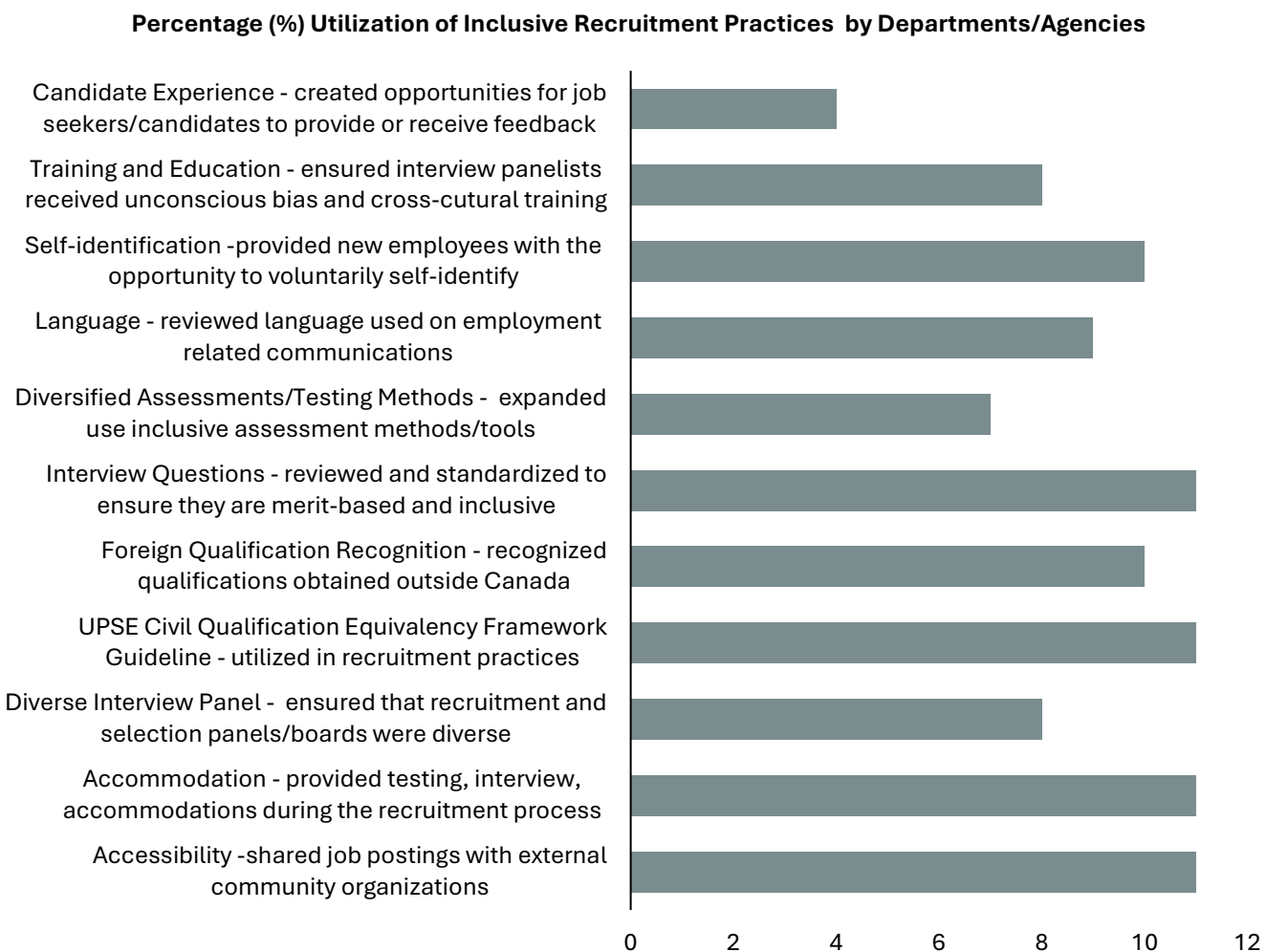
**Cameron Cassidy** (she/her)  
Executive Director, Pride PEI

*"It has been a lovely experience working with the Public Service Commission team. Our collaboration has been positive, and a particular highlight was consulting on their growth regarding the Safer Space Guidelines and its relation to the 2SLGBTQIA+ community. We appreciate their commitment to social accessibility and look forward to our continued partnership."*

<sup>5</sup> [Equivalency for Qualifications](#)

<sup>6</sup> [2022-2023 Diversity and Inclusion Annual Progress Report](#)

**Figure 1: Inclusive Recruitment Best Practices Implemented by Departments and Agencies, 2023-2024 Fiscal Year**



**Mark Cameron,**  
Employment Manager,  
ResourceAbilities

*"ResourceAbilities has had the privilege of working closely with the Diversity Employment Program, and we have seen firsthand the impact it has on both job seekers and employers. Through referring clients to the program and coordinating both in-person and online meetings, ResourceAbilities has witnessed how the program takes a personalized approach to each individual's work history and career goals. These tailored sessions have proven invaluable in helping clients refine their resumes, prepare for interviews, and gain confidence in their job search. Additionally, the program offers valuable guidance in identifying alternative career opportunities that align with each client's education and experience. It's a comprehensive program that equips individuals with the skills and insights they need to succeed in the workforce."*

**1.1 Enhance and support the screening, selection and recruitment processes for members of diversity groups.**

<b>Number</b>	<b>Strategies and Actions</b>	<b>Measures of Success</b>
<b>1.1.3</b>	Support the recruitment of diverse talent by sharing job postings with external stakeholders, agencies and service providers.	<ul style="list-style-type: none"> <li>The PSC streamlined the distribution of job postings, shared 192 job postings with community organizations, academic institutions, and professional associations to enhance employment access for diverse candidates. For example, the Government of PEI Internship Program's<sup>37</sup> recruitment strategy targeted all post-secondary institutions and local organizations. Additionally, departments shared 144 job postings directly with external partners.</li> <li>In the last fiscal year, 129 clients registered with the PSC's Diversity Employment Program.<sup>7</sup> Additionally, three departments and one agency received a total of 28 referrals from various organizations and employment services.</li> </ul>
<b>1.1.4</b>	Support the recruitment of diverse talent by attending career fairs and networking events at colleges and universities.	<ul style="list-style-type: none"> <li>Five departments and one agency supported the recruitment of diverse candidates by attending 42 virtual and/or in-person career fairs and information sessions. These events were hosted by partners such as Holland College, Colonel Gray High School, UPEI, Dalhousie University, Nova Scotia Community College, University of New Brunswick, Greater Charlottetown Area Chamber of Commerce, Destination Canada, Immigration and Refugee Services Association PEI, Employment Journey, Career Development Services, among other stakeholders.</li> </ul>
<b>1.1.5</b>	Promote government's commitment to diversity and inclusion both internally and externally.	<ul style="list-style-type: none"> <li>Across government, 173 communications celebrating diversity and inclusion were circulated to civil service employees. For instance, Employee Assistance Program newsletters<sup>8</sup> featured cultural spotlights. Mi'kmaq History Month and the International Day of Persons with Disabilities were promoted and acknowledged by sharing information about the lunch and Learn Series and AccessAbility Supports program.<sup>9</sup> Similarly, Black History Month, Public Service Pride Week,<sup>10</sup> and the National Day for Truth and Reconciliation were celebrated with flag-raising ceremonies and messages from the CEO of the PSC, among other events.</li> </ul>

<sup>7</sup> [Diversity Employment Program](#)<sup>8</sup> [Employee Assistance Program](#)<sup>9</sup> [AccessAbility Supports](#)<sup>10</sup> [Public Service Pride Week](#)

**1.1 Enhance and support the screening, selection and recruitment processes for members of diversity groups.**

<b>Number</b>	<b>Strategies and Actions</b>	<b>Measures of Success</b>
<b>1.1.6</b>	Support employees from diversity groups so they can better navigate career development and advancement (e.g. mentorship, leadership training cohorts, etc.).	<ul style="list-style-type: none"> <li>• 57 employees graduated from PSC's leadership development pathways, such as Leaders in Action and Insights Transformational Leadership Program in the 2023-2024 fiscal year.<sup>11</sup></li> <li>• PSC incorporated information and learning sessions, covering equity, diversity, inclusion, accessibility, anti-racism, and Indigenous perspectives into the Government of PEI internship onboarding and orientation and professional development curriculum to build interns capacity in cultural competency.<sup>37</sup></li> </ul>
<b>1.1.7</b>	Promote the Diversity Talent Pool and Diversity Employment Program internally and externally.	<ul style="list-style-type: none"> <li>• Created a new online registration platform for the Diversity Employment Program.<sup>12</sup> This centralized and interactive tool will enhance client experience, provide civil service departments and agencies with direct access to a diverse pool of candidates through the Talent Pool Search,<sup>13</sup> and accelerate the referral and screening process of qualified candidates.</li> <li>• Six departments and two agencies reported utilizing the Pool to fill various positions, including work placements, internships, policy analysts, administrative assistants, customer service representatives, and store clerk roles.</li> </ul>

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<sup>11</sup> [Leadership Development Pathways in the Government of PEI](#)

<sup>12</sup> [Diversity Employment Program – Information and Registration Page](#)

<sup>13</sup> [Diversity Employment Program – Talent Pool Search](#)

## Goal 2: Establishing a Safe and Inclusive Culture

### 2.1 Enhance awareness, engagement, and understanding of diversity and inclusion through training, participation, and recognition.

Number	Strategies and Actions	Measures of Success
2.1.1	Develop an Unconscious Bias Webinar for staff.	<ul style="list-style-type: none"> <li>167 employees registered for the Unconscious Bias in the Workplace Webinar between April 1, 2023, to March 31, 2024.<sup>14</sup></li> </ul>
2.1.2	Enhance Leadership Development and Orientation training opportunities to educate participants on the importance of diversity and inclusion.	<ul style="list-style-type: none"> <li>Five departments reported conducting various activities to enhance leadership development, including reviewing onboarding tools, surveying leadership training needs, implementing bi-monthly training sessions for supervisors and managers, and developing training for senior management on systemic racism and Indigenous relations.</li> <li>Departments /agencies determined the need for tailored training in areas such as community engagement, change management, leadership and management effectiveness, systemic racism, and Indigenous reconciliation.</li> <li>PSC and the Executive Council initiated research on the development of a new Deputy Minister Onboarding Program which will incorporate equity, diversity, inclusion, accessibility, anti-racism, and Indigenous lenses.</li> </ul>
2.1.3	Assess existing diversity and inclusion training opportunities and address potential gaps.	<ul style="list-style-type: none"> <li>Increased seating capacity for in-person sessions and the frequency of course offerings. Completed 14 sessions and delivered eight cultural competency courses through PSC's Pathways to Learning.<sup>15</sup></li> <li>PSC reviewed and enhanced leadership programs. A <a href="#">Leaders in Action</a> project examined the Public Service Leadership Competencies from an Indigenous perspective, conducted research, engaged stakeholders and proposed recommendations. Another team surveyed leaders' awareness and uptake of inclusion professional education and development opportunities offered by the PSC's Pathways to Learning.<sup>15</sup> Recommendations from this work will be implemented in the next fiscal year.</li> </ul>

<sup>14</sup> [Unconscious Bias in the Workplace Webinar](#)

<sup>15</sup> [Pathways to Learning Course Selection](#)

## 2.1 Enhance awareness, engagement, and understanding of diversity and inclusion through training, participation, and recognition.

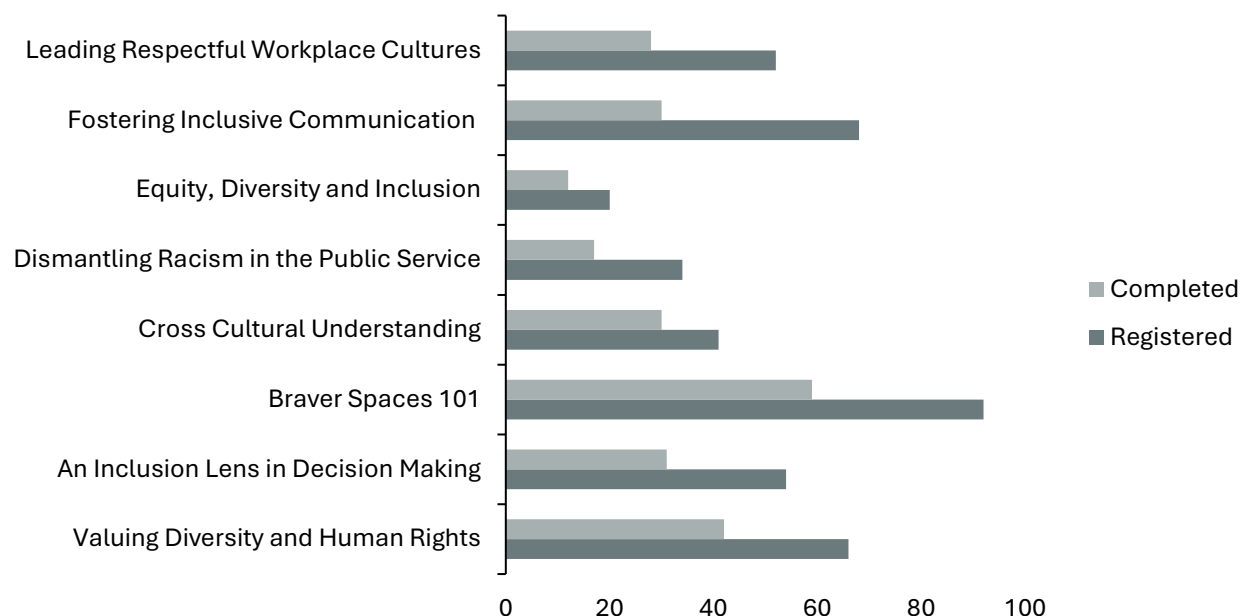
Number	Strategies and Actions	Measures of Success
2.1.4	Encourage employees to include diversity and inclusion training opportunities in professional development plans.	<ul style="list-style-type: none"> <li>249 staff completed cultural competency training through the PSC's Pathways to Learning in the 2023-2024 fiscal year (<a href="#">see Figure 2</a>).</li> <li>Nine departments and one agency encouraged staff to include intersectional and cultural competency training in their professional development plans.</li> <li>Nine departments and one agency delivered tailored training on microaggression, anti-racism, Mi'kmaq nation-to-nation relations, trauma-informed approaches, social-emotional learning, neurodiversity, and applying an intersectional lens to sports, physical activity and recreational policy and programs, among other topics.</li> </ul>
2.1.5	Broaden Public Service Week events to promote additional diversity and inclusion sessions.	<ul style="list-style-type: none"> <li>Increased staff activities from seven (2022-2023) to 13 in-person and/or virtual events that promoted inclusivity.<sup>16</sup></li> </ul>
2.1.6	Recognize, promote, and celebrate diversity and inclusion.	<ul style="list-style-type: none"> <li>Published the 2024 Diversity and Inclusion Calendar, recognized and celebrated important multicultural and multifaith holidays and significant events throughout the year.<sup>17</sup></li> <li>Senior management across departments showcased inclusivity through various initiatives. The CEO of the PSC shared celebratory messages for significant days and events, the Department of Health and Wellness held a contest for adding pronouns to signatures, the Executive Council Office promoted the Mi'kmaq History Month Lunch and Learn Series, and the Department of Workforce, Advanced Learning and Population launched a gender, equity, diversity and inclusion employee network (<a href="#">Appendix C</a>) etc.</li> </ul>

<sup>16</sup> [PEI Public Service Week](#)

<sup>17</sup> [Diversity and Inclusion Calendar](#)



Figure 2: Registration for Diversity and Inclusion Training Courses April 1, 2023, to March 31, 2024



*“At PEI Connectors, we have developed a strong and collaborative relationship with the Public Service Commission over several years. Since the implementation of the Diversity and Inclusion Strategy in 2022, we have supported and guided clients toward employment in the public sector. Thanks to the valuable services and opportunities provided by the PSC, many of our clients have successfully secured rewarding positions within the public service.*

**PEI Connectors Program,**  
Greater Charlottetown Area  
Chamber of Commerce

*In addition to assisting clients with their job search, our team is honored to invite guest speakers from various PEI Public Service Commission departments to facilitate networking sessions for job seekers. These events promote the public service as an employer of choice, share job openings, and encourage clients to explore diverse career options within government.*

*The Commission’s dedication to fostering an inclusive environment aligns with our values, breaking down barriers and creating opportunities for all. This productive partnership is deeply appreciated, and we look forward to continuing this important work in fostering an inclusive and dynamic workforce for all job seekers on Prince Edward Island.”*

**2.2 Continue to cultivate a supportive, welcoming, and inclusive work environment.**

<b>Number</b>	<b>Strategies and Actions</b>	<b>Measures of Success</b>
<b>2.2.1</b>	Develop and implement guidelines to support gender diverse employees.	<ul style="list-style-type: none"> <li>Continued to maintain and update initiatives and measures implemented in 2022-2023 fiscal year.</li> </ul>
<b>2.2.2</b>	Implement an updated Respectful Workplace Policy.	<ul style="list-style-type: none"> <li>Continued consultations and work with stakeholders on the updated Policy.</li> </ul>
<b>2.2.3</b>	Develop a statement on Safer Spaces.	<ul style="list-style-type: none"> <li>Held a series of consultation meetings with both internal and external stakeholders and experts to gather information and finalized the initial draft of the statement and guidelines.</li> </ul>
<b>2.2.4</b>	Research opportunities for multifaith prayer spaces.	<ul style="list-style-type: none"> <li>Created a multifaith prayer space at the Provincial Correctional Services, increasing the total from two to three.</li> </ul>
<b>2.2.5</b>	Encourage staff to share innovative strategies to cultivate supportive, welcoming, and inclusive work environments.	<ul style="list-style-type: none"> <li>Seven departments and two agencies reported offering ongoing support and feedback channels to employees to share innovative strategies through regular meetings, wellness and safety teams, surveys, an open-door policy, and email submissions.</li> <li>Delivered seven tailored sessions on psychological health and safety and mindfulness to 281 employees (including nine leaders) to empower employees with the knowledge and skills to contribute to respectful, welcoming and inclusive work environments. Recognized Mental Health Week, promoted You Matter resources and employee benefits.<sup>18</sup></li> <li>DIAC members convened to discuss EDI strategic priorities for the upcoming fiscal year and shared best practices during the round table.</li> </ul>

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<sup>18</sup> [You Matter - Mental Health Resources](#)

### 2.3 Enhance staff understanding of the Diversity and Inclusion Policy (2019), Diversity and Inclusion Strategy (2022-2025), and related programs and services.

Number	Strategies and Actions	Measures of Success
2.3.1	Educate staff and management on their roles and responsibilities, and the importance of the Diversity and Inclusion Policy (2019), Diversity and Inclusion Strategy (2022-2025), priorities, and related programs.	<ul style="list-style-type: none"> <li>Ten departments and two agencies reported initiating various strategies to enhance staff and management understanding of their roles in advancing workplace inclusion (<a href="#">Appendix F</a>).</li> </ul>
2.3.2	Ensure information on diversity and inclusion is up-to-date, easy to find, and accessible to all staff.	<ul style="list-style-type: none"> <li>Updated the Jobs PEI website to make important employment information easily accessible. Added a new page dedicated to equity, diversity, and inclusion information and promotion.<sup>19</sup></li> </ul>

### 2.4 Ensure government buildings have better accessibility for all.

2.4.1	Support the Department of Transportation and Infrastructure to conduct accessibility audits of government buildings.	<ul style="list-style-type: none"> <li>The Department of Transportation and Infrastructure collaborated with one department and two agencies to address current and emerging accessibility needs.</li> </ul>
2.4.2	Work with the Department of Transportation and Infrastructure to implement recommendations from accessibility audits.	<ul style="list-style-type: none"> <li>Installed electronic automated doors at the PEI Liquor Control Commission head office (LCC), renovated sidewalks and walkways at various LCC facilities, installed a handrail at the provincial administration building walkway leading to the basement entrance, and established a multifaith prayer space at the Provincial Correctional Services.</li> </ul>
2.4.3	Create more gender-neutral washrooms within government buildings.	<ul style="list-style-type: none"> <li>Eight departments and two agencies reported the availability of gender-neutral washrooms in their respective work locations.</li> <li>Signage for six bathrooms was updated to gender-neutral bathrooms (two in Bridgetown depot and four at 5<sup>th</sup> floor Sullivan building).</li> </ul>

<sup>19</sup> [JobsPEI](#)

## Goal 3: Ensuring Inclusive, Diverse and Innovative Practices

3.1 Support the collaborative implementation of the Diversity and Inclusion Policy (2019) and Diversity and Inclusion Strategy (2022-2025).		
Number	Strategies and Actions	Measures of Success
3.1.1	Support departments and agencies in developing Diversity and Inclusion Plans with specific objectives, strategies, and measurements of success.	<ul style="list-style-type: none"> <li>Three departments and one agency reported launching new business strategies or initiating the development of inclusion plans with specific diversity objectives in the 2023-2024 fiscal year.</li> </ul>
3.1.2	Incorporate Diversity and Inclusion Plan goals and objectives into departmental business plans and strategic initiatives.	<ul style="list-style-type: none"> <li>Refer to <a href="#">Appendix D</a> for a list of departments and agencies that incorporated inclusion principles into their strategic initiatives, such as human resources processes and business strategies.</li> <li>PSC consulted stakeholders serving persons with disabilities for inputs on developing and implementing the <a href="#">new Applicant Tracking System</a>. Feedback was incorporated into the request for proposal requirements, ensuring the system met accessibility standards, including Web Content Accessibility Guidelines (WCAG) 2 and Perceivable, Operable, Understandable, and Robust (POUR) principles.</li> </ul>
3.1.3	Ensure Diversity and Inclusion Advisory Committee (DIAC) members support their departments and agencies with the implementation of the Diversity and Inclusion Strategy (2022-2025) and the development of Diversity and Inclusion Plans.	<ul style="list-style-type: none"> <li>Eight departments and one agency engaged their respective DIAC representatives in departmental inclusion initiatives and priorities.</li> </ul>
3.1.4	Prepare and distribute a Diversity and Inclusion Annual Report summarizing all activities supporting the Diversity and Inclusion Policy (2019) and Diversity and Inclusion Strategy (2022-2025).	<ul style="list-style-type: none"> <li>Gathered and compiled annual diversity and inclusion departmental activities for the 2022-2023 fiscal year.<sup>6</sup></li> </ul>
3.1.5	Seek to expand the resources of the Diversity and Inclusion section of the Public Service Commission to support the implementation of the Diversity and Inclusion Strategy (2022-2025).	<ul style="list-style-type: none"> <li>Nine departments and two agencies reported funding various intersectional inclusion initiatives to support departmental inclusion priorities and foster inclusive communities in the 2023-2024 fiscal year (<a href="#">Appendix E</a>).</li> </ul>

<b>3.1 Support the collaborative implementation of the Diversity and Inclusion Policy (2019) and Diversity and Inclusion Strategy (2022-2025).</b>		
<b>Number</b>	<b>Strategies and Actions</b>	<b>Measures of Success</b>
<b>3.1.5</b>	Seek to expand the resources of the Diversity and Inclusion section of the Public Service Commission to support the implementation of the Diversity and Inclusion Strategy (2022-2025).	<ul style="list-style-type: none"> <li>Filled 15 staff and three student positions across various departments and agencies to support intersectional programs, including those for women and gender diverse people, French education, and early years autism supports etc.</li> </ul>
<b>3.2 Improve collection and analysis of diversity and inclusion data.</b>		
<b>3.2.1</b>	Create opportunities for self-identification within the Peoplesoft Human Resource Management System and Employee Engagement Survey.	<ul style="list-style-type: none"> <li>313 new employees voluntarily self-identified during onboarding using the PeopleSoft Human Resource System and the internal self identifying mechanism developed in 2022- 2023. The system update in Fall 2025 will allow existing employees to self-identify.</li> </ul>
<b>3.2.2</b>	Enhance the Employee Engagement Survey to collect emerging data on diversity and inclusion.	<ul style="list-style-type: none"> <li>The PSC initiated preparations for the next biannual employee engagement survey.<sup>20</sup></li> </ul>
<b>3.2.3</b>	Evaluate collected data to identify barriers to inclusion and gaps in representation.	<p>Departments identified the following priority areas:</p> <ul style="list-style-type: none"> <li>Expand French resources for inclusion initiatives.</li> <li>Allocate funds for equity, diversity, inclusion, and accessibility needs.</li> <li>Broaden employees' support to strengthen team relationships.</li> <li>Build capacity for volunteer-led inclusion programs.</li> <li>Enhance senior management's engagement in inclusion initiatives, for instance recognizing employees or teams leading inclusion initiatives within departments/agencies by nominating them for the Annual Premier's Leadership Award for Equity, Diversity and Inclusion in the Public Service.<sup>21</sup></li> <li>Strengthen departmental reporting mechanisms to ensure functional continuity in reporting when staff leave a position.</li> </ul>

<sup>20</sup> [Employee Engagement Survey](#)

<sup>21</sup> [Annual Premier's Leadership Award for Equity, Diversity and Inclusion in the Public Service](#)

### 3.2 Improve collection and analysis of diversity and inclusion data.

Number	Strategies and Actions	Measures of Success
3.2.4	Communicate findings and specific opportunities for improvement to senior management and employees.	<ul style="list-style-type: none"> <li>The CEO of the PSC shares the Diversity and Inclusion Annual Progress Reports with the Deputy Minister Council and Civil Service employees at all levels.</li> </ul>

### 3.3 Educate senior management on their role in diversity and inclusion and its impact on the workplace.

3.3.1	Provide senior leaders with specific training opportunities to build understanding of diversity and inclusion.	<ul style="list-style-type: none"> <li>Six departments and one agency reported offering tailored training to senior leaders on topics such as anti-racism, Truth and Reconciliation, Missing and Murdered Indigenous Women and Girls, cross-cultural communication and competency.</li> <li>PSC initiated the design of a tailored, intersectional curriculum to expand inclusive leadership programs for aspiring supervisors and senior management.</li> </ul>
3.3.2	Encourage leaders at the senior level to become visible champions of diversity and inclusion.	<ul style="list-style-type: none"> <li>Four departments nominated their teams and employees for the Annual Premier's Leadership Award for Equity, Diversity and Inclusion in the Public Service. IT Shared Services and the Department of Transportation and Infrastructure's Building Maintenance and Accommodations Team were the 2024 recipients of this prestigious award.<sup>22</sup></li> </ul>

<sup>22</sup> [Employee Recognition Awards](#)



## Employee Spotlight

### 2024 Premier's Leadership Award for Equity, Diversity, and Inclusion in the Public Service

The annual Premier's Leadership Award for Equity, Diversity and Inclusion is presented to individuals, teams or departments of the PEI Public Service who have demonstrated leadership, dedication, and engagement in the promotion of equity, diversity, inclusion, and accessibility through advancement of innovative and proactive best practices in the workplace and community.



Left to right, Melissa MacDonald (recipient), Holly Hinds (recipient), Thilak Tennekone, Premier Dennis King, Mike Wynne (recipient), and Betty MacLean (recipient)

## Public Service Week (PSW) 2023



*PSW coffee break for youth and those new to government*



*Vietnamese community members participating in PSW Taste the World Event*



*Civil service employees participating in PSW BBQ and Cultural Diversity Celebration Event*



## The Value of Workplace Diversity and Perspectives



*“I was lucky to be part of the pilot year of the Internship program, with my main responsibility being to lead the development of the Departmental GEDI Strategy that is now being implemented. I get excited to come to work and focus on all the ways we can make PEI a welcoming place where everyone feels a sense of belonging.”*

**Alex MacDonald**

Gender, Equity, Diversity, and Inclusion (GEDI) Specialist  
Workforce, Advanced Learning, and Population

*“I can feel the degree of communal respect, safety and protection within the ecosystems of the GPEI workplace. The very core foundation of this emanates from the proper promotion and implementation of the EDIA principles within the workforce.”*

**Harris Dulnuan**

Support Services for Laboratory and  
Pilot Plant, BioFoodTech,  
Innovation PEI

*“I’m so proud of being part of the EDI team, contributing to a more inclusive workplace and delivering quality services to the community. Working with the GPEI as an intern is a mind-opening, empowering, and meaningful experience.”*

**Xiaopan/Sandra Wang**

Project Officer Intern  
Public Service Commission

*“My experience has been very positive. GPEI fosters a workplace that values diverse perspectives and ensures that everyone’s voice is heard.”*

**Akinbinu Akinkunle Akintan**

Land Use Planning Intern  
Department of Housing, Land  
and Communities



*“There has been a better commitment to the values placed on diversity and inclusion across departments and levels of government. Examples are the EDIA and Indigenous training that is mandatory for all employees; it truly made people understand the unconscious bias and gave ways to make our workplace more inclusive.”*

**Toyin Adekanmbi**

Intern  
Department of Environment, Energy and Climate Action

## Appendices

### Appendix A: Public Service Value Statement

The (Department/Agency name) \_\_\_\_\_ is committed to Equity, Diversity, Inclusion and Accessibility. Our goal is to build a public sector workforce that reflects the diverse communities we serve and to promote welcoming, diverse, inclusive, respectful workplaces that are accessible to all. We welcome all interested individuals including Indigenous Peoples, persons living with disabilities, neurodivergent, Black, Racialized, ethnic, and culturally diverse groups, as well as people based on their sexual orientation, gender identities, and gender expressions. Those looking for more information are invited to visit our [Diversity and Inclusion Policy](#).

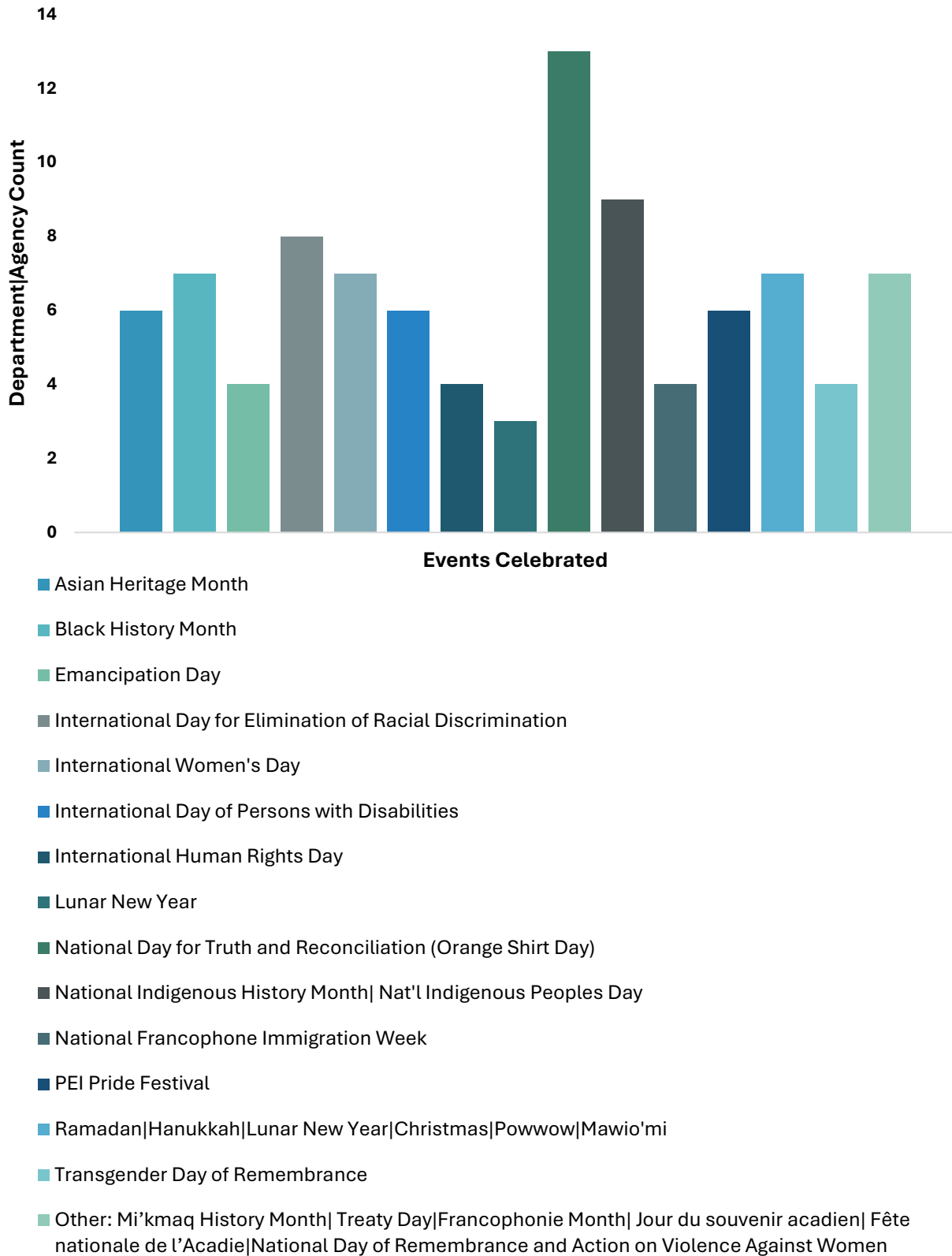
### Appendix B: Employment Barriers Identified

Government departments examined and identified several employment barriers that may be impacting the hiring of diversity members (e.g. persons with disabilities, internationally educated professionals, newcomers and new immigrants, temporary foreign workers etc.). Examples of employment barriers and solutions implemented are discussed below:

Barriers Identified	Solutions Implemented
<b>Access to Employment Information</b>	<ul style="list-style-type: none"> <li>Updated the Jobs PEI website to make important employment information easily accessible. Added a new page dedicated to equity, diversity, and inclusion information and promotion.</li> </ul>
<b>Accommodations</b>	<ul style="list-style-type: none"> <li>Offered virtual and in-person interviews to accommodate candidates.</li> </ul>
<b>Candidate Experience</b>	<ul style="list-style-type: none"> <li>Provided a copy of the questions to candidates attending in-person interviews for reference.</li> </ul>
<b>Education</b>	<ul style="list-style-type: none"> <li>Implemented a streamlined process to verify education for internationally educated professionals. Required all successful candidates to provide an education credential assessment report from one of the six approved members of the Alliance of Credential Evaluation Services of Canada, in addition to occupational licensure for regulated professions.<sup>23</sup></li> </ul>
<b>Legal Entitlement to Work in Canada</b>	<ul style="list-style-type: none"> <li>Offered ongoing training to human resources teams on types of visas and work permits.</li> </ul>

<sup>23</sup> [Alliance of Credential Evaluation Services of Canada](#)

## Appendix C: Significant Events Recognized



## Appendix D: Inclusion of Diversity Goals and Principles

Departments and agencies that incorporated or aligned inclusion goals and principles into their department-specific strategic initiatives, such as business and human resources plans.

Department/ Agency	2022-2023 Fiscal Year	Department/ Agency	2023-2024 Fiscal Year
Agriculture and Land	✓	Agriculture	✓
Economic Growth, Tourism and Culture	✓	Economic Development, Innovation and Trade	✓
Education and Lifelong Learning	✓	Education and Early Years	✓
Environment, Energy and Climate Action		Environment, Energy and Climate Action	✓
Executive Council		Executive Council	✓
Finance	✓	Finance	✓
Fisheries and Communities	✓	Fisheries, Tourism, Sport, and Culture	✓
Health and Wellness	✓	Health and Wellness	✓
Justice and Public Safety	✓	Justice and Public Safety	✓
PE Liquor Control Commission/PEI Cannabis Management Corporation		PE Liquor Control Commission/PEI Cannabis Management Corporation	
Public Service Commission	✓	Public Service Commission	✓
Social Development and Housing	✓	Social Development and Seniors	✓
Transportation and Infrastructure		Transportation and Infrastructure	✓
		Housing, Land and Communities	✓
		Workforce, Advance Learning and Population	✓

## Appendix E: Inclusion Initiatives Funded by Departments | Agencies

The following table highlights unique programs that were funded and sponsored by departments/agencies to promote equity, diversity, inclusion, or accessibility in the workplace or community in the 2023-2024 fiscal year:

Department	Examples of Initiatives Funded   Best Practices Implemented
Economic Development, Innovation and Trade	<ul style="list-style-type: none"> <li>Highlighted businesses through the Innovation PEI (IPEI) Rural Action Centers' "Good News" campaign, co-funded by IPEI and the Atlantic Canada Opportunities Agency.<sup>24</sup></li> <li>Partnered with arts-based industry associations on initiatives that increased Black, Indigenous, and people of colour participation in sectors such as music, theatre, craft, and film.</li> <li>Promoted the work of community partners and clients on IPEI's social media channels for the Cultural Action Plan, emphasizing equity, diversity, and inclusion.<sup>25</sup></li> </ul>
Education and Early Years	<ul style="list-style-type: none"> <li>Provided funding for outdoor learning grants for K-12 French First and Second Language teachers and the Canada-PEI bursary program for francophone students pursuing postsecondary education in French.</li> <li>Funded non-profit groups through the Interministerial Women's Secretariat Grants for projects promoting the legal, health, social, and economic equality of women.</li> <li>Allocated a \$50,000 budget to support equity, diversity, and inclusion initiatives in schools.</li> <li>Partnered with the Early Childhood Development Association to fund a training session by Chrysalis Human Rights Agency for francophone directors on advancing workplace equity. This session, previously offered in English, was well-attended and included representation from every francophone centre on PEI.</li> <li>Funded the Identity Doll initiative through the Canada-PEI Early Learning and Child Care Agreement (2021-2025), emphasizing engagement, learning, and mutual understanding across cultures through imaginative play. Created 15 kits containing three dolls each for designated Early Years Centres in 2022-2024, with additional kits planned for 2024-2025.</li> <li>Purchased two Indigenous children's books for all Early Years Centres in 2023-2024, in consultation with the Diversity &amp; Inclusion and Early Learning and Child Care Quality sections, and the Indigenous Relations Secretariat. These books included "With Our Orange Hearts" (in English and French) and "Be a Good Ancestor" (in English). Ordered five copies of "Ni'n Na l'nu: the Mi'kmaq of Prince Edward Island" for coaches and consultants to support Indigenous families.</li> <li>Bought materials and provided free programming with community groups on equity, diversity, and inclusion topics for diverse communities through Public Libraries.</li> </ul>

<sup>24</sup> [Innovation PEI Rural Action Centres](#)

<sup>25</sup> [Culture Action Plan](#)

	<ul style="list-style-type: none"> <li>Introduced <a href="#">assistive technology</a> to the Public Library Services to make reading more accessible to Islanders, such as C-pens (portable scanning pens that read printed text out loud using an embedded camera, real-time character recognition and natural voice text to speech).<sup>26</sup></li> </ul>
Executive Council	<ul style="list-style-type: none"> <li>Launched the Anti-Racism Grants program.<sup>27</sup></li> <li>Hosted a Lunch and Learn series for all employees during Mi'kmaq History Month.<sup>28</sup></li> </ul>
Finance	<ul style="list-style-type: none"> <li>Renovated the 5th floor of Sullivan to include a multi-faith room and gender-neutral bathrooms.</li> <li>Offered bilingual pre-budget consultations with the public.</li> </ul>
Fisheries, Tourism, Sport and Culture	<ul style="list-style-type: none"> <li>Provided annual funding to provincial sport and recreation organizations, which developed resources to educate and promote equity, diversity, inclusion, and accessibility related activities. Recent examples include the "Anti-Racism Charter" by Recreation PEI and the "Rooted in Values" True Sport Leadership training module by Sport PEI.</li> <li>Funded initiatives to strengthen rural community life in PEI through the Rural Growth Initiative (RGI) in the 2023-2024 fiscal year. Projects promoting equity, diversity, inclusion, and accessibility included: <ul style="list-style-type: none"> <li>Voices of Children Coalition Inc.: Installed a chair lift for accessible access to their community building.</li> <li>Town of O'Leary: Designed and installed banners promoting community inclusion.</li> <li>Inclusions East: Expanded services for people with intellectual or dual disabilities.</li> <li>Camp Gencheff: Purchased and installed a heat pump.</li> <li>Community Inclusions Ltd.: Purchased a Point of Sales machine.</li> </ul> </li> <li>The Human Rights Commission received Canada-PEI funding in 2023-2024 to educate the Acadian and Francophone community about the human rights complaint process.</li> </ul>
Health and Wellness	<ul style="list-style-type: none"> <li>Launched a category three promotional website, focusing on equity, diversity, and inclusion in women and gender diverse health topics.<sup>29</sup></li> <li>Launched an Associate Physician license to expedite licensing for foreign-trained physicians, allowing them to practice within a defined scope under the supervision of fully licensed physicians.</li> <li>Succeeded with the new class of registrations at the College of Physicians, allowing Physician Assistants to be integrated into the PEI health care system.</li> <li>Introduced measures to expedite domestic and foreign credential recognition for healthcare workers.</li> </ul>

<sup>26</sup> [PEI Public Library Service](#)

<sup>27</sup> [Anti-Racism Grants](#)

<sup>28</sup> [Mi'kmaq History Month](#)

<sup>29</sup> [Women and Gender Diverse People's Health Hub](#)

## 2023-2024 Diversity and Inclusion Annual Progress Report

	<ul style="list-style-type: none"> <li>• Reimbursed Island nurses for language proficiency tests.</li> <li>• Added 21 new designated services under the <i>French Language Services Act</i> to give French-speaking Islanders better access to services in their language.<sup>30</sup></li> </ul>
Housing, Land and Communities	<ul style="list-style-type: none"> <li>• Supported employees' accommodation by providing the dragon text-to-speech software.</li> </ul>
PEI Liquor Control Commission  PEI Cannabis Management Corporation	<ul style="list-style-type: none"> <li>• Completed accessibility renovations at the head office and retail stores across the province, including an electronically accessible front door at the head office and renovated sidewalks and walkways at most retail locations.</li> </ul>
Public Service Commission	<ul style="list-style-type: none"> <li>• Acquired office equipment to enhance workplace accessibility, accommodate various mobility needs of employees (e.g., sit stand desks), and increased seating capacity for training and development by renovating the Sage Room at 40 Burns Avenue.</li> <li>• Developed, launched, and promoted a new online Diversity Employment Program application platform that provides departments/agencies direct access to a diverse pool of qualified candidates.</li> <li>• Ensured that EDIA lenses were considered and incorporated in the design of the new <a href="#">Applicant Tracking System</a>.</li> </ul>
Social Development and Seniors	<ul style="list-style-type: none"> <li>• Implemented an enhanced AccessAbility Supports Program.<sup>8</sup></li> </ul>
Workforce, Advance Learning and Population	<ul style="list-style-type: none"> <li>• Allocated over \$650,000 through the Gender, Equity, Diversity, Inclusion and Community Enhancement Program to support projects enhancing community engagement and belonging for diverse groups in PEI.<sup>31</sup></li> <li>• Provided \$775,000 in 2023-2024 fiscal year to support the Faculty of Indigenous Knowledge, Education, Research, and Applied Studies at UPEI for operating costs.</li> <li>• Signed multiple four-year funding agreements with community partners to support immigrant and new resident settlement, providing sustainability and predictability for their work.</li> <li>• Funded the Study and Stay cohort of 125 international students to support their retention in PEI.</li> </ul>

<sup>30</sup> [French Language Services Act](#)

<sup>31</sup> [Gender, Equity, Diversity, Inclusion and Community Enhancement Program](#)

## Appendix F: Innovative Strategies Implemented by Departments and Agencies

Department	Examples of Best Practices   Successes
Education and Early Years	<ul style="list-style-type: none"> <li>• Ensured equity, diversity, inclusion, and accessibility were agenda items at every staff meeting.</li> <li>• Organized themed book displays and programming in public libraries to celebrate multicultural and commemorative days, weeks, and months throughout the year.</li> <li>• Received training titled “From Conflict to Collaboration” and the resource “Collaboration in a Box” by Kirstin Lund. Developed tools and skills for considering diverse perspectives and created a division’s team agreement to foster a supportive, psychologically safe, accessible, welcoming, and inclusive work environment.</li> <li>• Began updating the PEI Early Learning Framework to reflect the diversity of PEI's population and support inclusion. Designated Early Years Centres will be required to use this framework. Distributed Diversity and Inclusion kits to all 78 Early Years Centres, promoting identity and diversity.</li> <li>• Promoted and celebrated International Francophonie Day in March and Black History Month by offering activities and resources to teachers through French Education, Programs and Services (FEPS). Collaborated with the National Truth and Reconciliation Council (TRC) to provide curated teaching resources for TRC Week in September. Participated in a KAIROS Blanket Exercise with staff from both FEPS and English Education, Programs and Services (EEPS) divisions.</li> <li>• Established a Diversity and Inclusion Section responsible for supporting centers with the identification and removal of barriers, enabling preschoolers in PEI to meaningfully participate in early learning programs.</li> <li>• Invested in the Neurodiversity-Affirming Handbook in 2023-2024, promoting acceptance and celebration of differences among children receiving our services.</li> <li>• Won an Access Award from ResourceAbilities for adding accessible materials (i.e., C-Pens and noise-canceling headphones) to the Public Library Services’ borrowable collection.</li> </ul>
Executive Council	<ul style="list-style-type: none"> <li>• Delivered five sessions on unconscious bias, cultural awareness, and accessibility practices topics during staff development days.</li> <li>• Hosted the Lunch and Learn Series for all public service employees during Mi’kmaq History Month to enhance cultural awareness. Recognized the National Day for Truth and Reconciliation with a public event highlighting Indigenous history and contributions.</li> </ul>
Finance	<ul style="list-style-type: none"> <li>• Discussed employee and senior management roles and responsibilities in fostering an inclusive workplace during in-person leadership training sessions held every other month.</li> <li>• Conducted a session on psychological safety and inclusive workspaces, led by Karolyn Godrey.</li> </ul>



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Fisheries, Tourism, Sport and Culture	<ul style="list-style-type: none"> <li>Launched the Francophone Immigration Strategic Action Plan to foster inclusive and diverse Acadian and Francophone community, expand French service delivery, and build a sustainable Francophone culture in PEI.<sup>32</sup></li> </ul>
Health and Wellness	<ul style="list-style-type: none"> <li>Developed the Welcoming Spaces toolkit to embed culturally safe and trauma-informed practices, featuring resources for inclusive health settings, including language guides, checklists, tipsheets, and infographics. This resource will be rolled out in 2025.</li> <li>Launched an Associate Physician license for expedited licensing of foreign-trained physicians and integrated Physician Assistants into the PEI healthcare system to assist in patient care.<sup>33</sup></li> <li>Introduced measures for faster recognition of healthcare worker credentials and reimbursed Island nurses for language proficiency tests.<sup>34</sup></li> <li>Held a pronoun contest, circulated an email on the importance of pronouns, conducted a Land Acknowledgement and Indigenous protocol training session, and completed a course for Senior Leadership through Ernst and Young.</li> <li>Supported Health PEI in gaining approval to update the Gender Affirming Care Procedure Coverage Policy to align better with the World Professional Association for Transgender Health.</li> <li>Developed a new policy on Gender Diversity, Equity, and Inclusion (Health PEI's Mental Health and Addictions Division).</li> <li>Added three new membership positions to the Women and Gender Diverse People's Health Council to increase representation from Black Indigenous, people of colour, and gender diverse, and other diverse groups.<sup>35</sup></li> <li>Co-authored a manuscript titled 'Self-Study Tool for Integrating Health Equity into Health in All Policies (HiAP) Initiatives (Health Promotion Unit).</li> <li>Formed an equity, diversity, and inclusion group to participate in developing the new Healthy Living Guidelines for early years' centers.</li> </ul>
Housing, Land and Communities	<ul style="list-style-type: none"> <li>Added pronouns to email signatures; participated in the KAIROS blanket exercise, and a dream catcher activity with the Indigenous Relations Secretariat; the Women in Leadership Symposium (hosted by PEI Coalition for Women in Leadership), and "The Way Forward Planning Day" event (delivered by Immigrant and Refugee Services Association of PEI).</li> </ul>
Justice and Public Safety	<ul style="list-style-type: none"> <li>Ensured ongoing discussions at the Director table to share best practices, often linked to the departmental strategic plan and equity, diversity, and inclusion considerations in departmental initiatives.</li> <li>Enhanced partnerships with Indigenous communities to improve community safety, well-being, and emergency preparedness by continuing to build and sustain emergency management capacity with Abegweit and Lennox Island First Nations.</li> </ul>

<sup>32</sup> [Francophone Immigration Strategic Action Plan 2023-2028](#)

<sup>33</sup> [Associate Physicians and Physician Assistants added to Health Care System](#)

<sup>34</sup> [English Language Test Fee Reimbursement for RNs and LPNs](#)

<sup>35</sup> [Women and Gender Diverse People's Health Council](#)

	<ul style="list-style-type: none"> <li>Implemented the Calls to Justice as defined by the MMIWG Indigenous Working Group priorities. Improved access to justice for Indigenous communities by increasing access to cultural supports for Indigenous peoples in the mainstream justice system. Included participation from the MCPEI Indigenous Court Worker in the Domestic Violence Court. Collaborated with MCPEI to enable Indigenous Justice Strategy engagement locally. Entered into a renewed five-year agreement with MCPEI to provide Indigenous Court work Service (2023-2028).</li> </ul>
PEI Liquor Control Commission  PEI Cannabis Management Corporation	<ul style="list-style-type: none"> <li>Mandated leadership positions in retail systems to complete Strategies for Leading Respectful Workplace Cultures training provided by the PSC.<sup>36</sup></li> </ul>
Public Service Commission	<ul style="list-style-type: none"> <li>Introduced Mini Multiple Interviews (MMIs) for the new Government of PEI Internship Program. This inclusive approach enabled candidates to interact with multiple interviewers through short assessments, providing numerous opportunities to showcase their diverse skills, knowledge, and abilities.<sup>37</sup></li> <li>Conducted training sessions on Psychological Health and Safety in the Workplace during the Fall and Spring training calendars and upon request.</li> <li>Trained the OHS Consultant as a Psychological Health and Safety Advisor through the Canadian Mental Health Association.</li> <li>Maintained the You Matter website and expanded Employee Assistant Services to support employee mental health and promote psychological health and safety in the workplace.</li> <li>Invited ResourceAbilities to deliver a session to senior management on strategies for hiring individuals with disabilities and the importance of diversity and inclusion training in fostering a more inclusive and diverse workforce.</li> <li>Conducted cultural training during staff day through storytelling by an Indigenous Elder and Knowledge Keeper.</li> <li>Prepared quarterly newsletters in which the Employee Assistant Program included a cultural spotlight in each edition, featuring Winter in China, Autumn with India's Diwali festival, Summer with Spain's Tomatina festival, and Spring with Thailand's Songkran festival.</li> <li>Initiated a comprehensive review and research of mid-level and senior leadership program and curriculum by Leaders in Action cohorts.</li> <li>Hosted a workplace tour for newcomer students enrolled in the English Language Centre's Professional Communication and Job Readiness Skills Course by partnering with University of Prince Edward Island.</li> </ul>

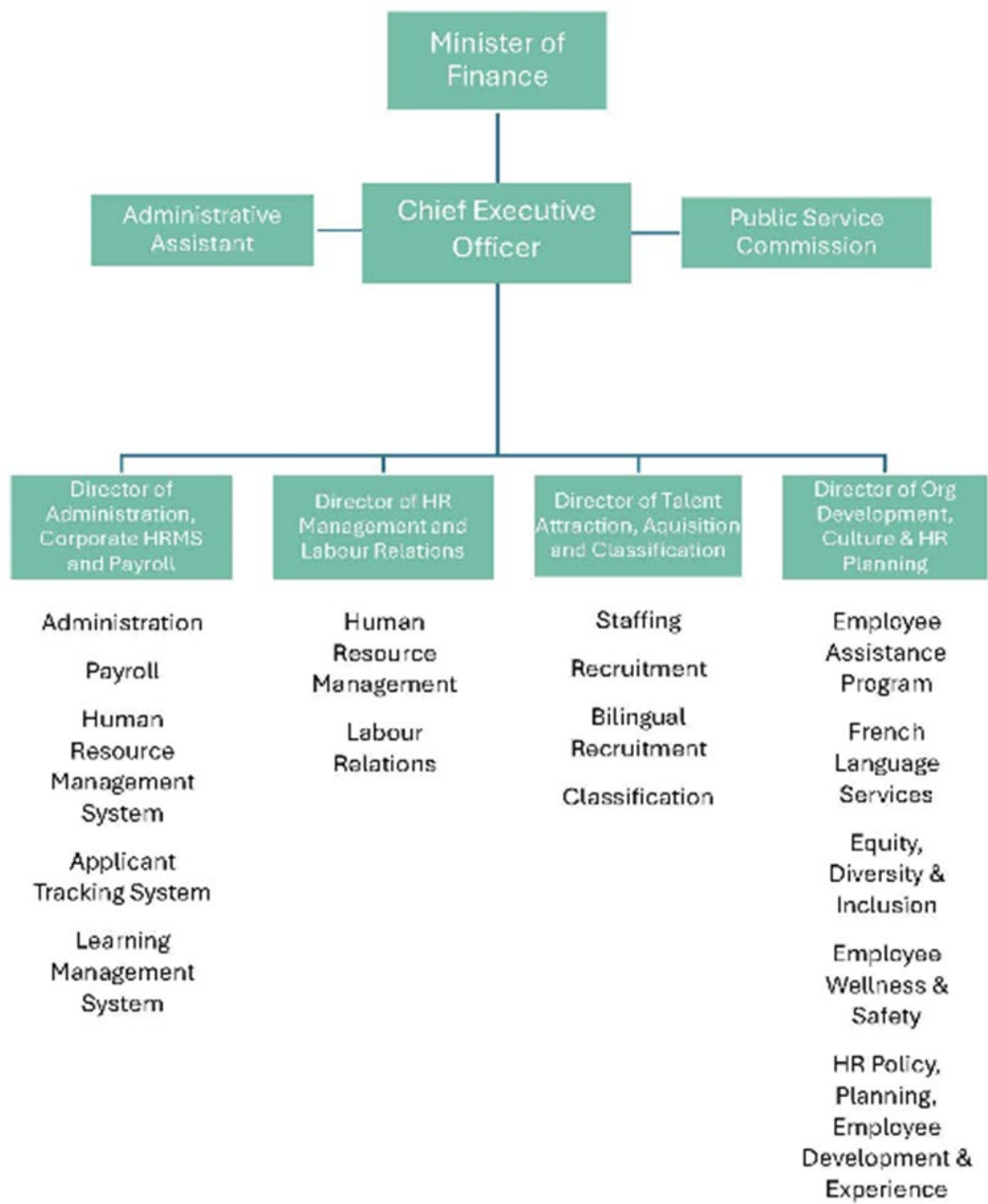
<sup>36</sup> [Strategies for Leading Respectful Workplace Culture for Supervisors, Managers, and Directors](#)

<sup>37</sup> [Government of PEI Internship Program](#)

## 2023-2024 Diversity and Inclusion Annual Progress Report

Social Development and Seniors	<ul style="list-style-type: none"> <li>Established a Workplace Wellness Committee to address and promote psychologically safe, welcoming, and inclusive work environments.</li> <li>Promoted PSC Pathways to Learning diversity training and provided training in psychologically safe workplaces.</li> </ul>
Transportation and Infrastructure	<ul style="list-style-type: none"> <li>Promoted a supportive and inclusive work environment by encouraging staff to share strategies and feedback during meetings and fostering open communication through the department and human resources team.</li> <li>Completed training on Missing and Murdered Indigenous Women and Girls, the Truth and Reconciliation Commission Calls to Action, understanding the mental health continuum, burnout, and the duty to inquire.</li> </ul>
Workforce, Advance Learning and Population	<ul style="list-style-type: none"> <li>Established a Gender, Equity, Diversity, and Inclusion (GEDI) Employee Network within the Department of Workforce, Advanced Learning, and Population (WALP) for employees of WALP, the Department of Economic Development, Innovation and Trade, and the Department of Fisheries, Tourism, Sport and Culture. The network's purpose is to support and guide GEDI initiatives within these departments, collaborate with other GEDI committees across the government, and share best practices from members' divisions/crown.</li> </ul>

Appendix G: Organizational Structure



## Contact Information



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