**Employment Equity and Diversity Management in Canada**

In Canada, Employment Equity is defined as the removal of systemic barriers and implementation of positive measures and accommodations for four designated groups: Women, Visible Minorities, Aboriginal Peoples, and Persons with Disabilities, in four federally regulated sectors: Banking, Transportation, Communication, and Other; whereas diversity management is generally defined as including other dimensions of diversity, such as age, sexual orientation, etcetera. This paper is a followup to the Haq and Ng (2010) ‘Employment Equity and Workplace Diversity in Canada’ chapter published in the first edition of the *International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment,* edited by Alain Klarsfeld*.*  It will present an update on the Employment Equity Act (EEA) and the Federal Contractor’s Program (FCP) as well as highlight equity and diversity management practices and policies in a variety of regulated and unregulated Canadian organizations. In addition, the province of Quebec will be profiled, since it is the only province in Canada with a unique francophone status, culture and approach to diversity and equality policies. The employment equity law in Québec will be detailed in addition to equity throughout the career or lifecourse of employees in Quebec. To really attain employment equity, it is important to go beyond the basic equity in access to the labour market, which is the primary focus of the employment equity law. Therefore, from the lifecourse point of view, information will provided on the parental leave and daycare services in Québec, as steps in further supporting equity in the labour market for women and men who are parents. The importance of the lifecourse perspective will also be explored for other designated and diversity groups.

**Haq, R.** & Ng, Ed (2010), “Diversity in Canada”. In *International Handbook on Diversity Management at Work: Country Perspectives on Diversity and Equal Treatment.* Alain Klarsfeld (Ed.). Edward Elgar Publishing. Ch. 4, pp.68-82.

**Author Bios**

Rana Haq is Assistant Professor at Laurentian University’s School of Commerce and Administration of the Faculty of Management in Sudbury, Canada. She teaches undergraduate and graduate courses in the Human Resources and Organizational Behaviour stream both on campus and online. Her research interests are in managing diversity, equality and inclusion in the workplace; international comparative human resource management, cross-cultural communications, organizational behaviour, gender and marginalized groups in entrepreneurship, and has several conference presentations, cases, book chapters and journal papers published on these topics. She is a Director on two Entrepreneurship oriented projects under the North American Mobility in Higher Education programs funded by Human Resources and Skills Development Canada (HRSDC), US Department of Education Funds for the Improvement of Post-Secondary Education (FIPSE), and the Mexican Secretary of Public Education (SEP). These multi-year partnerships involve universities in Canada, US and Mexico: “Alliance to Enhance Entrepreneurial Impact to Stimulate Economic Growth Among Underserved Groups in North America” and “Profiles in Entrepreneurship: North American Models of Innovation, Creativity, and Entrepreneurship (PENAMICE)”. She is a member of the Academy of Management (AOM), Administrative Sciences Association of Canada (ASAC) and Association of International Business (AIB).

Dr. Ed Ng is Associate Professor in the School of Business Administration at Dalhousie University in Halifax, Canada. He teaches human resource management and his research focuses on workplace and career issues, gender and diversity in organizations and the millennial generation. He is currently editing a book (with S. Lyons and L. Schweitzer) on "Managing the New Workforce: International Perspectives on the Millennial Generation" (Edward Elgar, 2012). His research has been funded by the Social Sciences and Humanities Research Council of Canada and Canadian Studies grants. Dr. Ng has been invited to speak to the Province of Nova Scotia, Association of Professional Engineers of Nova Scotia, Human Resources Professional Association, Professionals in Human Resources Association (Southern California), and the California Agriculture Leadership Program. He frequently comments on workplace issues for Canadian and U.S. media outlets such as CBC News, CBC Radio, CTV News, the Globe & Mail, Local Edition of CNN Headline News, and KFWB News 980 Los Angeles. His research has been reported in Canadian Business, the National Post, Toronto Sun, Maclean’s, Benefits Canada, CBS News and the WorldatWork. He has been involved in research and consulting projects with the TD Bank Financial Group, DECODE, Peterborough Regional Health Centre, Coca-Cola Ltd. (Minute Maid division), and the Pomona Valley Hospital Medical Center. He was previously on faculty at California State Polytechnic University, Pomona.

Diane-Gabrielle Tremblay, Ph.D., CRHA **(Bio forthcoming)**

Titulaire de la chaire de recherche du Canada (niveau 1) sur les enjeux socio-organisationnels de l'économie du savoir

(Canada Research Chair on the socio-organizational challenges of the Knowledge Economy)-

Directrice de l’ARUC (Alliance de recherche université-communauté) sur la gestion des âges et des temps sociaux (CRSH)

Director of the CURA (Community-University Research Alliance) on work-life balance over the lifecourse (SSHRC)

professeure au département économie et gestion

Télé-université, UQAM

100 Sherbrooke Ouest (west)

Montréal, Québec, Canada H2X 3P2

Téléphone: (1-514) 843-2015 ext.2878

Télécopieur: (1-514) 843-2160

Courriel-email: dgtrembl@teluq.uqam.ca

pages web/webpages:

www.teluq.ca/aruc-gats; www.teluq.ca/chaireecosavoir; www.teluq.ca/dgtremblay

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