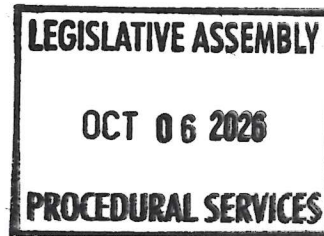


Status Update Template



October 13, 2026

**Chapter 11, Public Service Commission, Advancing Workplace Diversity and Inclusion in Ministries,
2025 Report Volume 1**

Recommendation and Status at Time of Audit (Indicate whether new or outstanding)	Page	Current Status (implemented, partially implemented, not implemented)	Actions Taken to Implement Since PA Report	Planned Actions for Implementation	Timeline for Implementation
We recommended the Public Service Commission modernize the Employment Equity Policy to align with good practice. (2022 Report – Volume 1, p. 52, Recommendation 1; Public Accounts Committee agreement September 6, 2022) Status — Implemented	137	Implemented	In June 2024, the Public Service Commission modernized its policy, informed by research into leading practices and consultation with interested parties.	Continued application of the policy.	Complete
We recommended the Public Service Commission set clear indicators for measuring progress and a timeframe for its inclusion strategy. (2022 Report – Volume 1, p. 55, Recommendation 2; Public Accounts Committee agreement September 6, 2022) Status — Not Implemented	138	Partially Implemented	Transitioned from an annual Inclusion Action Plan to a three-year Inclusion Action Plan with annual review and enhanced measures. Implemented the Government Enterprise Management (GEM) system, improving access to workforce indicators, including representation, hiring, promotion, and separation information.	Update the Inclusion Strategy in 2027-28 fiscal year. Continue to refine workforce indicators and reporting approaches using data available through GEM.	March 2028 March 2027
We recommended the Public Service Commission expand its inclusion toolkit to embed diversity and inclusion concepts consistent with good practice. (2022 Report – Volume 1, p. 56, Recommendation 3; Public Accounts Committee agreement September 6, 2022) Status — Partially Implemented	139	Partially Implemented	The Inclusion Toolkit has been updated throughout 2024 to 2026 with updates to relevant links, functionality and content. Planning has continued for future enhancements aligned with representative workforce objectives.	Finalize updates to the Inclusion Toolkit, including Indigenous sourced resources and accessibility content.	March 2027
Outstanding: We recommended the Public Service	140	Implemented	Developed and shared a standardized inclusion plan template with ministries and	Continue supporting ministries in the development and	Complete

Recommendation and Status at Time of Audit (Indicate whether new or outstanding)	Page	Current Status (implemented, partially implemented, not implemented)	Actions Taken to Implement Since PA Report	Planned Actions for Implementation	Timeline for Implementation
Commission monitor ministry diversity and inclusion plans and progress reports to help ministries increase diversity and inclusion in their workplaces. (2022 Report – Volume 1, p. 60, Recommendation 4; Public Accounts Committee agreement September 6, 2022) Status — Partially Implemented			established a three-year Inclusion Action Plan to support longer term planning. Continued to support ministries through the Inclusion Community of Practice by providing consultation, feedback, and examples of effective practices. The Commission has received 13 Inclusion Action plans, with several remaining ministries working to develop. Human Resource Business Partners also provide consulting support on ministry specific initiatives.	implementation of Inclusion Action plans. The Inclusion Community of Practice will continue to be the forum to share, provide feedback and report progress.	
We recommended the Public Service Commission sufficiently analyze diversity and inclusion data to identify and address risks that may prevent ministries from achieving cross-ministerial diversity and inclusion goals. (2022 Report – Volume 1, p. 63, Recommendation 5; Public Accounts Committee agreement September 6, 2022) Status — Not Implemented	141	Partially implemented	Implemented the Government Enterprise Management (GEM) system, providing ministries with enhanced inclusion data, including information on representation, hiring, promotion, and separation. PSC analyzes Engagement and Culture survey data by diversity group and shares this through the Inclusion Community of Practice.	Continue to build organizational capacity to utilize GEM reporting and analytics to identify trends, risks, and opportunities related to representative workforce and inclusion objectives.	March 2027
We recommended the Public Service Commission implement a written policy for reporting diversity and inclusion results to its senior management and to the public to demonstrate accountability and commitment for workplace diversity and inclusion. (2022 Report – Volume 1, p. 64, Recommendation 6; Public Accounts Committee agreement September 6, 2022) Status — Not Implemented	141	Implemented	Our existing policy was updated in 2024, according to the auditor’s recommendation. The policy references PSC’s role in monitoring and reporting on diversity initiatives. We consider this policy to broadly capture this recommendation without the need for a separate policy, Representative workforce information is available to all senior leaders in GEM and shared publicly in the annual report.	Continue reporting internally to senior leaders and to the public through the annual report.	Complete