

Moving Forward Together: Culture of Inclusivity

FINTRAC's Employment Equity, Diversity and Inclusion (EEDI) Strategy 2023-2026

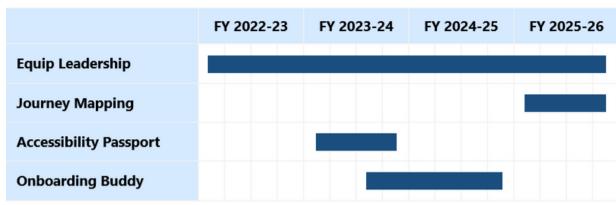




TALENT ACQUISITION & RETENTION

Increase representation of equity-seeking individuals by leveraging Public Service-wide inventories and career fairs, mindful planning, building upon existing third-party partnerships, and candidate feedback about accessibility and inclusion.



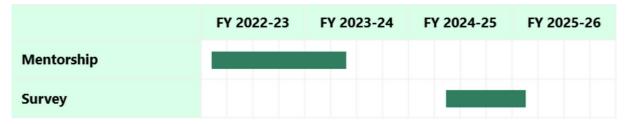




PROFESSIONAL GROWTH



Empowering employees of equity-seeking groups to tap into their full potential by offering access to language assessment and development opportunities, fixing gaps in representation, continuing the 50-30 Challenge, and nominating a minimum of 30% equity-seeking employees to leadership programs.





LEADERSHIP & ACCOUNTABILITY

Increase leadership EEDI acumen and enable strategic decision-making related to EEDI through legislated reports, performance management commitments, sharing demographic data and key metrics, inclusive communication skills, and supporting grassroots and GOC-wide initiatives.



	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Executive Pledge				
Self-Identification				
EEDI Maturity				



EMPLOYEE ENGAGEMENT



Nurture a culture of inclusion, educate about diversity and equityseeking groups, engaging with employees through monthly communiqués and drop-in consultations, promoting the Positive Space Initiative while collaborating with various committees and team leads.

