

MLHU Workforce Census 2021

RECOMMENDATIONS

Based on these findings, the following recommendations have been made:

Recommendation 1: It is recommended that MLHU continue to work with unions to strengthen protocols to appropriately accommodate employees, which may mean accommodating employees across bargaining units and reviewing existing collective agreement language to addresses this point.

Recommendation 2: It is recommended that the Health Unit continue to provide supervisors and managers with access to training to ensure that they understand their legal obligations and are appropriately accommodating employees with disabilities.

Recommendation 3: It is recommended that MLHU continue to educate employees about mental health, with a focus on reducing stigma around mental health, increasing supports to employees, and equipping managers to support and accommodate employees.

Recommendation 4: It is recommended that the Health Unit undertake intentional and measurable efforts to increase the representation of Indigenous peoples and racialized people in its workforce.

Recommendation 5: It is recommended that MLHU explore the allocation of entry-level positions, including student positions, specifically for Indigenous peoples and racialized people.

Recommendation 6: It is recommended that Employee Resource Groups be created for Indigenous and racialized employees to allow them to provide input into MLHU actions intended to create more diverse and inclusive work environments.

Recommendation 7: It is recommended that the Health Unit ensure that managers are aware of their legal duty to provide religious accommodation to employees and what that means (e.g., time off for religious observance, accommodation of dietary restrictions, shift scheduling, and scheduling of meetings).

Recommendation 8: It is recommended that MLHU continue to offer multifaith prayer spaces and that MLHU conduct a survey of employees to ensure that these spaces are located in areas that are accessible to the employees who need it and that the locations and procedures to access these spaces are communicated to new and existing employees.

Recommendation 9: It is recommended that strategies be developed to create a more welcoming and positive workplace for employees regardless of gender identity and gender expression.

Recommendation 10: It is recommended that MLHU undertake a positive space campaign that includes delivering training and making resources available to assist managers, supervisors, and employees with creating safe and welcoming environments for those who identify as LGBTQ2S+.

Recommendation 11: It is recommended that MLHU focus on hiring more Indigenous and racialized people into positions of public health nurses.

Recommendation 12: It is recommended that MLHU launch a follow-up Workforce Census in 4 to 5 years to determine the success of the implementation of the recommendations outlined in this report and to increase the survey response rates for groups where response rates were low. In this next census, it is also recommended that MLHU adopt outreach strategies to reach the employees who did not respond to the 2021 census.