

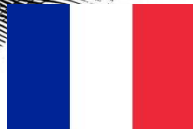
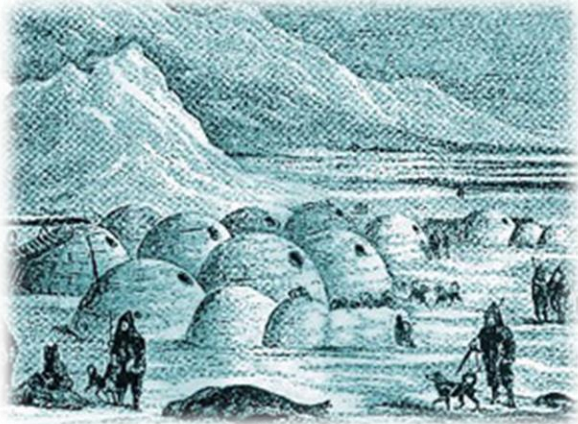




# A Experiência Canadense da Diversidade

15.08.2017

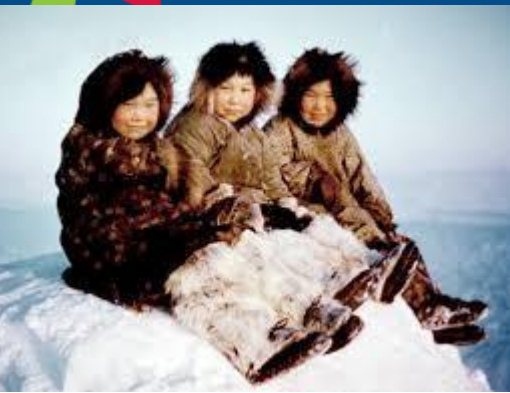
# DIVERSIDADE AO LONGO DA HISTÓRIA



Diversidade faz parte da  
fundação da sociedade  
Canadense



# NAÇÃO CONSTITUÍDA SOBRE UM MOSAICO ÉTNICO-CULTURAL

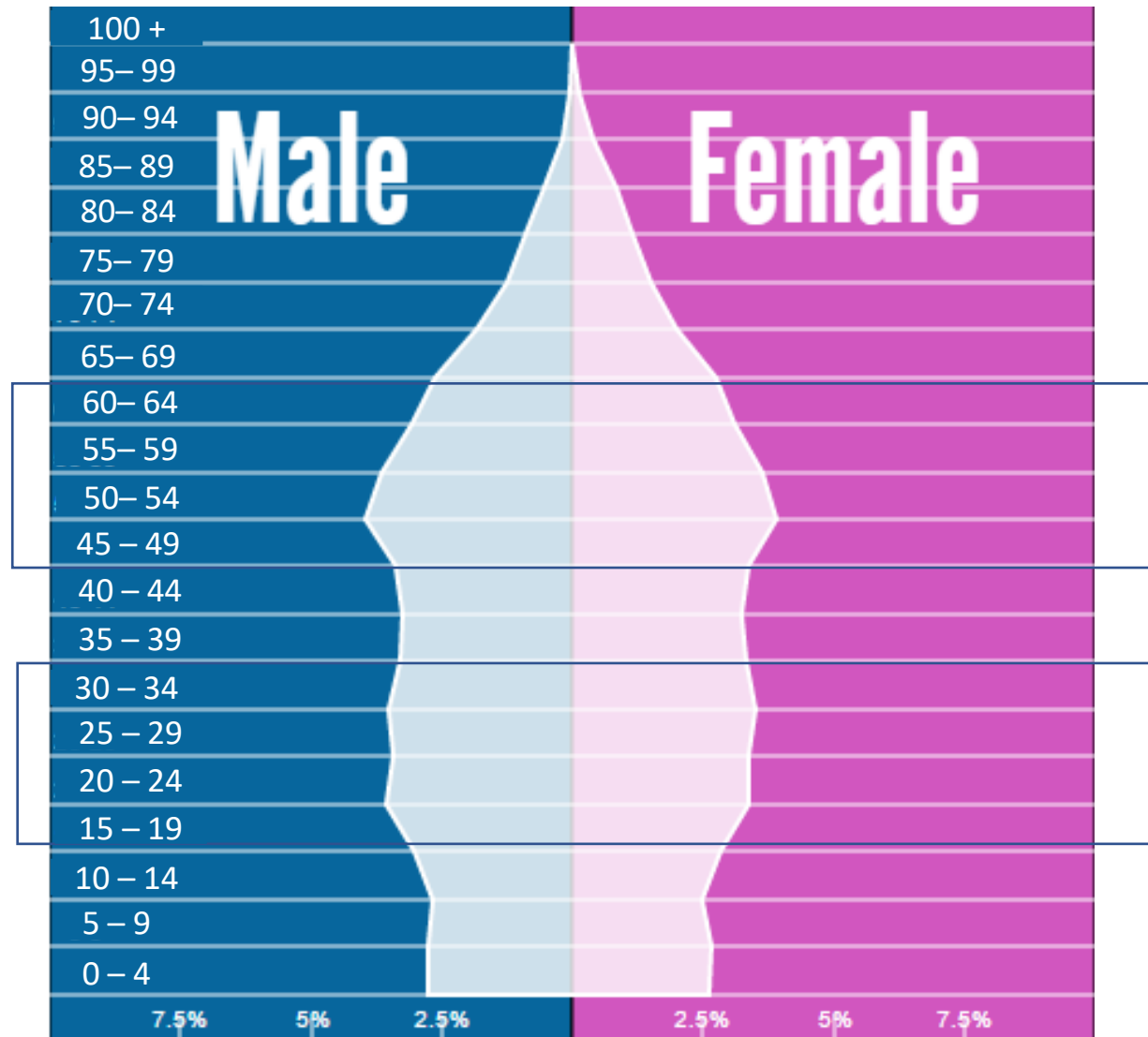


Diversidade faz parte do desenvolvimento econômico, social e cultural do Canadá



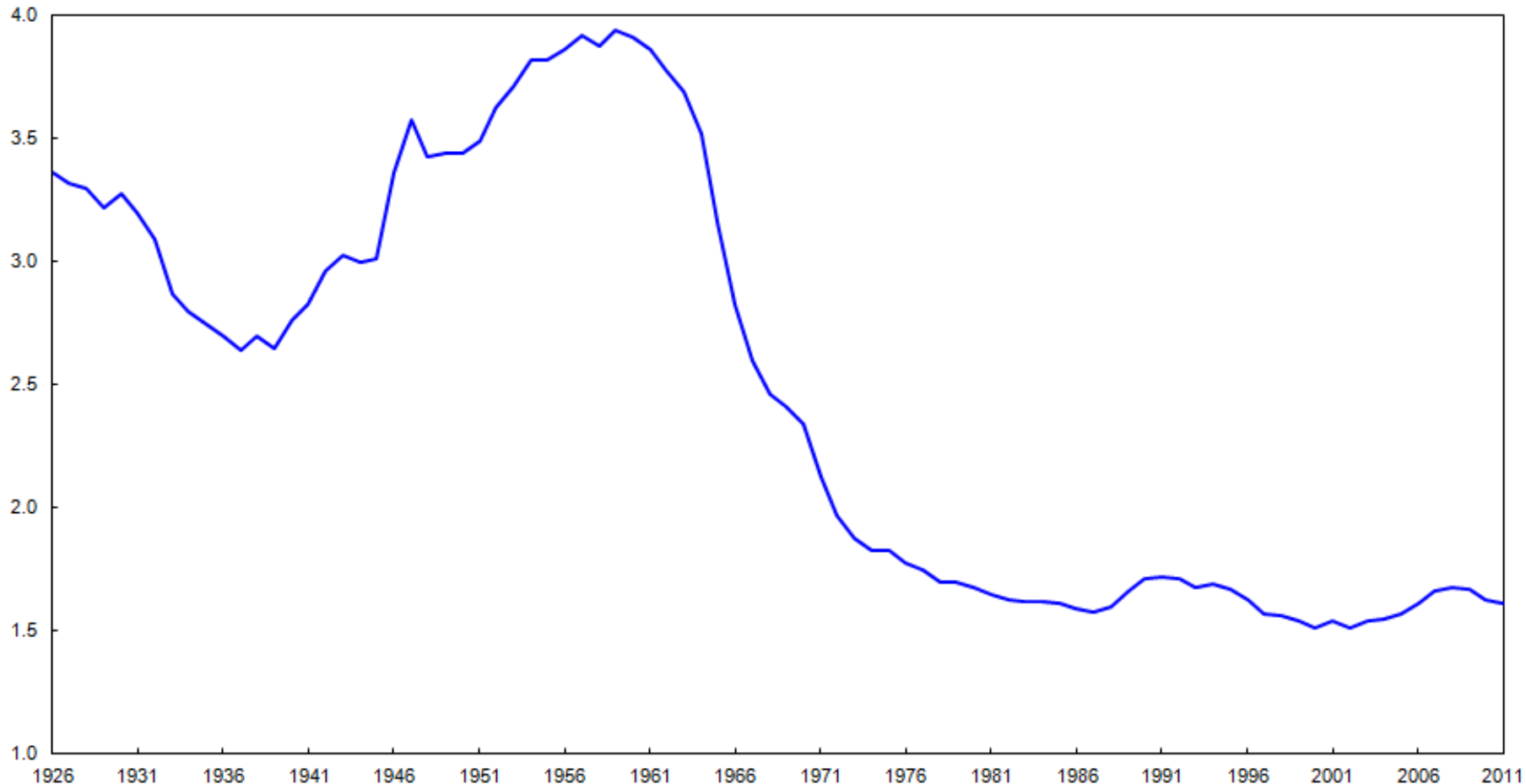
## Pirâmide Etária – Canadá 2015

**População:**  
35.939.000



**Chart 1**  
**Total fertility rate, Canada, 1926 to 2011**

number of children per woman



**Note:** Births to mothers for whom the age is unknown were prorated.

**Source:** Statistics Canada, Demography Division, Population Estimates Program, Canadian Vital Statistics, Births Database, 1926 to 2011, Survey 3231.

O CANADÁ PRECISA DE IMIGRANTES



**WE'RE  
HIRING!**



Percepção de que o Canadá, diferente de um “*melting pot*” (mistura), é um **mosaico**, onde todo **indivíduo pode manter sua identidade** e ainda assim **ser parte do todo**.





## 30 de Novembro de 2016: Joint Union/Management Task Force Secretaria do Tesouro Canadense



O governo do Canadá é o maior empregador de todo o país e tem como prioridade que os serviços públicos reflitam a diversidade canadense.

- Canadian Charter of Rights and Freedoms
- Canadian Human Rights Act
- Employment Equity Act
- Canadian Multiculturalism Act
- Public Service Employment Act



# GBA



## GENDER-BASED ANALYSIS PLUS

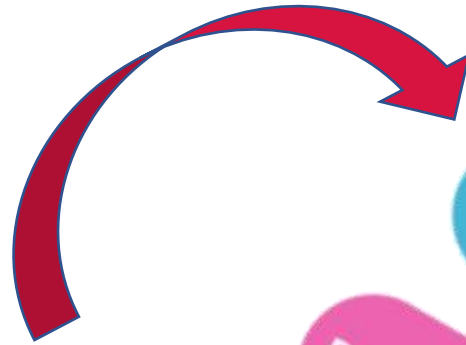
Canada 

Status of Women Canada, Privy Council Office and Treasury Board of Canada Secretariat **Action Plan (2016-2020)**  
Audit of Gender-based Analysis  
Fall 2015 Report of the Auditor General of Canada

### General Comment

The **Government of Canada is committed to supporting the full implementation of Gender-based analysis (GBA) across federal departments and agencies.** GBA helps to ensure that the development of policies, programs and legislation includes the consideration of differential impacts on diverse groups of women and men. In 2015, the Government renewed its commitment to GBA, including by mandating the Minister of Status of Women to, as an overarching goal, ensure government policy, legislation, and regulations are sensitive to the different impacts that decisions can have on men and women.

**GBA**   
GENDER-BASED ANALYSIS PLUS





Government  
of Canada

Gouvernement  
du Canada

## Working for the Government of Canada: The duty to accommodate and your right to non-discrimination

Find information on the Government of Canada's obligation to provide an inclusive workplace that values and accommodates differences so that all employees can work to the best of their ability.

## Equality in the workplace

Learn about Canadians' rights to be treated fairly in the workplace, free from discrimination.

## Joint Employment Equity Committee

Find information on topics discussed at this national forum for consultation and collaboration between the employer and representatives of employees within the mandate of the National Joint Council.

## Building a representative public service

Get information on how the government is committed to building a public service that reflects the diversity of Canada's population.

## Canadian Human Rights Commission

Find general information about human rights, discrimination, and how human rights are protected in Canada.

## Task Force on Diversity and Inclusion

Find information about the Joint Union/Management Task Force on Diversity and Inclusion created to bring together representatives from across the public service and the public sector unions to examine diversity and inclusion in the public service.

## Duty to accommodate

Find information on the duty to accommodate people in the federal workplace who have special needs, and the roles and responsibilities of key players in the accommodation process.

## Disability management in the federal public service

Learn about prevention, support for recovery, and accommodation for illness in the federal public service. Find information to help managers and employees understand and manage disability management cases across the Government of Canada.

## Self-identification

Learn about the Government of Canada's commitment to diversity and employment equity. Find out what designated groups are and how to self-identify as a member.

## **Laws and regulations**

- [Canadian Human Rights Act](#)
- [Employment Equity Act](#)
- [Employment Equity Regulations](#)
- [Canada Labour Code](#)

## **Publications**

- [Employment equity in the public service of Canada](#)
- [Employment Equity Act: Annual Report](#)
- [Canadian Human Rights Commission publications](#)
- [Employment equity audits](#)

## **Policies and guidance**

- [Employment Equity Policy](#)
- [Policy on the Duty to Accommodate Persons with Disabilities in the Federal Public Service](#)



## Women's Voice and Leadership Program



C\$ 150 milhões em 5 anos para organizações de mulheres em países em desenvolvimento

Fatores Biológicos

Contexto Social

Idade

Cultura

Gênero



Condição Econômica

Orientação Sexual

Condições Físicas





15 HOMENS E 15 MULHERES

REFUGIADOS  
ABORÍGENES  
RELIGIÃO SIKH  
MUÇULMANOS  
INUIT

...



Por que fazer um ministério  
com 50% de Homens e de  
mulheres?

Porque estamos  
em 2015!

# OUTRAS INSTITUIÇÕES DE PROMOÇÃO DA DIVERSIDADE



Canadian Centre for Diversity and Inclusion  
Centre canadien pour la diversité et l'inclusion



# INSTITUIÇÕES PREMIADAS

GOVERNOS MUNICIPAIS

BANCOS

ONGS

VAREJOS

SEGURADORAS



UNIVERSIDADES

TECNOLOGIA

GOVERNOS ESTADUAIS

CONSULTORIAS

100 INSTITUIÇÕES PREMIADAS, ENTRE ELAS:



**AIR CANADA**



UNIVERSITY OF  
**TORONTO**



**Ontario**



**NATIONAL  
BANK**



**RBC  
Royal Bank**

# DIVERSIDADE NO BRASIL





INICIATIVAS AUMENTARAM MUITO NOS ÚLTIMOS ANOS, MAS AINDA HÁ LONGO CAMINHO A SER PERCORRIDO.

