

## HWDSB Focus Recruitment of Black and Racialized Educators

HWDSB recently completed an Employment Equity Audit (Employment Systems Review) to examine human resource policies and practices related to hiring, advancement, and inclusion of employees from diverse backgrounds. The Employment Equity Audit and its findings are a key part of the HWDSB Equity Action Plan. To support this work, the board has created this Focus Recruitment Strategy. The Focus Recruitment Strategy will support our Employment Equity Plan which aligns with the Equity Secretariate, Ontario's Education Equity Action Plan and PPM 165 goals.

We are hosting information sessions for Black and Racialized prospective teachers interested in teaching at HWDSB. These information sessions are for those who have received their OCT certificate or are in the process of obtaining it.

Information Sessions are vital to HWDSB recruitment and provide candidates with the necessary information to apply. Teacher information sessions also serve as an excellent way to highlight HWDSB, staff, and current or upcoming opportunities.

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### Focus Recruitment Information Sessions for Teachers

**In-Person:** Tuesday, May 17, 2022 from 5:30 to 7:30 at the HWDSB Education Centre

**Virtual:** Wednesday, May 25, 2022 from 5:30 to 7:30 on MS Teams

Please register for this session at <https://forms.office.com/r/pg8GKgnm7f>

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### Session Agenda

5:30 to 6:30	<b>Introduction:</b> Life as a Teacher
6:00 to 6:20	<b>Workshop Options</b> (3 x 20 mins sessions) Attendees will choose from five options
6:20 to 6:40	
6:40 to 7:00	
7:00 to 7:30	<b>Wrap-Up</b>

### Workshop Options Include:

- How to apply to HWDSB opportunities with Apply to Education
- Navigating elementary school interviews
- Navigating secondary school interviews
- How to put together a strong resume and cover letter
- NTIP and mentoring

Learn more about HWDSB's Focus Recruitment Strategy at [hwdsb.info/focus-recruitment](http://hwdsb.info/focus-recruitment)