



Public Service Commission

2024-2025



DIVERSITY AND
INCLUSION

ANNUAL
PROGRESS
REPORT

SHAPE THE
Future

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Acknowledgement of the Indigenous Peoples of Prince Edward Island

We acknowledge that the land on which we live, work, and gather is the ancestral land of the Mi'kmaq, and we respect the Mi'kmaq as the Indigenous people of Prince Edward Island.

The Government of Prince Edward Island deeply values and honors its longstanding relationships with Indigenous peoples. The government is committed to actively implement the Truth and Reconciliation Commission's (TRC) Calls to Action through concrete measures that promote reconciliation. This partnership is rooted in mutual respect, recognition, and a shared responsibility to preserve these partnerships now and in the future.¹

¹ [Truth and Reconciliation Commission of Canada: Calls to Action](#)

Message from the Minister Responsible for the Public Service Commission

As the Minister responsible for leading the Government's commitment to building a fair, inclusive and safe public service, one that represents our Island's diverse population, I welcome the 2024-2025 Diversity and Inclusion Annual Progress Report.



This report marks the third complete fiscal year as outlined in the Public Service Commission's (PSC) 2022-2025 Diversity and Inclusion Strategy. It outlines a significant number of activities and achievements undertaken by the PSC and all departments - to bring about change. It provides us with an opportunity to examine our progress in addressing systemic barriers and disadvantages, and in updating our operations to reflect our corporate inclusion principles. Perhaps most importantly, it has built a foundation from which we can move forward.

I thank all employees and leaders for their commitment to creating a welcoming and inclusive workplace, and everyone in the PSC for delivering such a high standard of leadership in shaping the future of the civil service workforce.

A handwritten signature in black ink, reading "Jill Burridge".

Honorable Jill Burridge
Minister of Finance
Minister Responsible for the Public Service Commission

Message from the Chief Executive Officer

It is a great pleasure to present the PSC Diversity and Inclusion Annual Progress Report 2024 – 2025. This report highlights our ongoing commitment to diversity management and inclusive practices, fostering cultural competence and employee well-being based on our public service values.



Since we implemented the Diversity and Inclusion Strategy in 2022, the PSC has led the promotion and prioritization of a representative workforce, and an equitable, inclusive environment free from any forms of discrimination. We took direction from accessibility reviews to ensure our actions met the right needs in the right way. Our key initiatives include implementing the Respectful Workplace Policy, utilizing the diversity pool of candidates, providing unconscious-bias training, and working with our partners in adapting people-centric approaches such as designing gender-neutral washrooms and multi-faith spaces.

This work does not happen in isolation. We collaborated with all civil service departments and agencies to identify their department-specific equity, diversity, inclusion, and accessibility (EDIA) priorities and developed related plans to effectively incorporate EDIA principles into their HR and strategic planning processes.

We also worked with the Anti-Racism Office and Indigenous Relations Secretariat, exploring resources to further anti-racism education, and Indigenous culture and history awareness. We maintain partnerships and meaningful work relationships with diverse community groups and external stakeholder organizations, and their valued input was instrumental in the diversity policy development and implementation process.

I want to thank all departments and agencies, the Diversity and Inclusion Advisory Committee, senior management, HR teams, and all employees for their ongoing commitment to welcoming and including everyone in our organization.

A handwritten signature in blue ink that reads "Tanya Rowell".

Tanya Rowell
Chief Executive Officer (CEO)
Public Service Commission

Message from the Chair, Diversity and Inclusion Advisory Committee

As the Diversity, and Inclusion Advisory Committee (DIAC) Chair, I want to honor our committee's unwavering dedication to fostering a more inclusive, equitable, and representative public service. Their decision to serve on the DIAC transcends professional duty - it is a profound commitment to driving meaningful change within our organization.

As DIAC champions, their influence is instrumental in shaping policies, practices, and programs that benefit all members of our public service community. Their guidance ensures that our principles of equity, diversity, and inclusion are not merely aspirational but are actively embodied and advanced in our daily operations.

Their advisory role to the Public Service Commission is vital. Through their insights, they inform critical policy reviews and program evaluations, addressing matters related to equity, diversity, and inclusion. Together, we strive to identify and dismantle systemic barriers, promote representation, and cultivate a culture of belonging across the public service.

This work is challenging, yet indispensable. It is through the dedication of individuals like them that we continue to make significant strides, as reflected in our recent annual progress reports. Their voice, perspective, and leadership are invaluable.

Initiatives noted in this year's Annual Progress Report are more than activities - they are the threads that weave together a stronger, more inclusive public service. They support our vision of a workplace where all individuals - regardless of race, gender, ability, background, or identity - feel seen, heard, respected, and empowered to thrive.

Together, we are not merely meeting today's expectations, we are shaping the public service of tomorrow. Let us continue to lead with purpose, act with integrity, and uphold the values of equity, diversity, and inclusion in all that we do.



Dr. Alaina Roach O'Keefe
Chair, Diversity and Inclusion Advisory Committee
Director, Organizational Development, Culture, and HR Planning
Public Service Commission

Diversity and Inclusion Advisory Committee

Background

The Diversity and Inclusion Advisory Committee (DIAC) is an interdepartmental advisory committee entrusted with the responsibility of advising PEI's PSC on matters relating to workplace diversity and inclusion, and strategic planning. Established in 2001 by the Government of PEI and most recently renewed and approved by the Executive Council, DIAC consists of twenty-one representatives from across government departments and agencies.

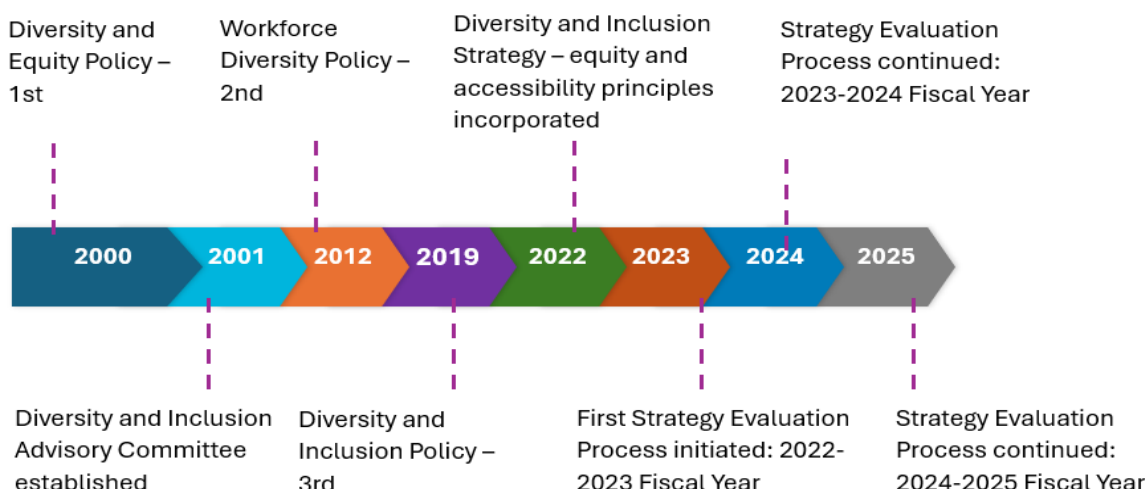
Focus

Overseeing the overall public service development; implementation of the Diversity and Inclusion Policy, Strategy, and learning and development programs; and advising the PSC on policy review, evaluation and any other matters related to workplace equity, diversity, and inclusion initiatives.

Members Responsibilities

- Modelling and championing a provincial approach to achieve an equitable, diverse, inclusive, and accessible public service that is representative of the province's diversity.
- Supporting and advising the PSC regarding equity, diversity, inclusion, accessibility strategic planning, and any other matter that relates to inclusion in the workplace.
- Monitoring and reporting outcomes of the Policy and Strategy implementation.
- Participating in roundtables to share best practices.
- Identifying challenges at the departmental or corporate level and proposing recommendations or concerns as they relate to inclusion work.
- Acting as the link between their respective departments or agencies and the PSC.
- Reporting back to DIAC on departmental priorities and actions.
- Communicating the committee's ongoing discussions, goals, and resolutions to their departments or agencies among other duties.

Diversity and Inclusion Policy Evolution



Policy Compliance

The Diversity and Inclusion Policy applies to departments and agencies employed in the Government of PEI which are covered by the *Civil Service Act*.² All entities covered by the various schedules of the *Financial Administration Act*³ can endorse this policy or develop a similar policy. The spirit and intent of this policy should serve as a guideline for entities in developing their own policies. Updated diversity and inclusion definitions in the public service are accessible on the Government of PEI website.⁴

As such, the following government departments and agencies submitted feedback on their progress implementing the Strategy's goals. Departmental outcomes are based on current governance structure.

- Agriculture
- Economic Development, Innovation and Trade
- Education and Early Years
- Environment, Energy and Climate Action
- Executive Council
- Finance
- Fisheries, Tourism, Sport and Culture
- Health and Wellness
- Housing, Land and Communities
- Justice and Public Safety
- PEI Liquor Control Commission | PEI Cannabis Management Corporation
- Public Service Commission
- Social Development and Seniors
- Transportation and Infrastructure
- Workforce, Advance Learning and Population

² [Civil Service Act](#)

³ [Financial Administration Act](#)

⁴ [Diversity and Inclusion Definitions](#)

PSC Diversity and Inclusion Office

The Diversity and Inclusion Office is housed in the new Organizational Development, Culture, and HR Planning division ([Appendix E](#)). As a strategic planning hub, PSC's Diversity and Inclusion Office monitors adherence to the policy and strategy and continues to adapt to the evolving workplace diversity. It focuses on the following key areas, though the list is not exhaustive:

- Provides leadership and expertise in the design, development and implementation of organization-wide equity, diversity, inclusion, and accessibility related activities; administers and monitors the Diversity and Inclusion Policy and Strategy and multiyear action plan that includes short-term and long-term goals and metrics.
- Supports diversity employees and job seekers to secure employment and/or advance a meaningful career with the Government of PEI.
- Promotes policy compliance through close collaboration with government departments and agencies, intergovernmental working groups, and employee representatives (e.g. union).
- Leads DIAC meetings, consolidates inputs and implements recommendations from departmental representatives.
- Champions inclusion initiatives and celebrates diversity within the public service through employee recognition and commemoration of significant dates and events.
- Builds community connections by regularly engaging with individuals, community members, advocacy groups, non-profit organizations or service agencies representing diversity members in the province.
- Assists with the design and development of civil service training and education programs focused on cultural competency, cultural understanding, inclusive work environment and valuing diversity in the workplace and community.
- Enhances knowledge sharing among interdepartmental working groups and interjurisdiction committees, and other internal and external stakeholders.
- Provides technical tools, expertise and evidence-based resources on equity, diversity, inclusion, and accessibility planning and management.
- Leads capacity building through evidence-based intersectional inclusion research and application of best-practices.
- Acts as subject matter specialists in inclusion related service areas and policies, programs and projects that impact diverse populations.

Overview of Achievements

The following sections are an overview of activities completed between April 1, 2024, and March 31, 2025, across government departments, including the Public Service Commission.

Achievements are based on our inclusive principles and the realization that:

- Inclusion of all builds the capacity of the public service.
- Cultural competence creates respectful workplaces.
- Diversity management and inclusive practices enhance workplace culture and employee well-being.
- Fairness and accountability contribute to excellence in public service.

Summary of Achievements:

- Strengthened inclusive and intersectional training for employees, senior leadership, and managers by revamping the Leadership Development Pathway programs.¹⁰
- Sustained uptake of cultural competency training with a notable 21% increase compared to the last fiscal year.
- Renewed focus on employee wellness, physical and psychological safety, recognition, and engagement.
- Released the new Respectful Workplace Policy.¹⁶
- Broadened collaboration and partnerships between internal stakeholders, internal specialist and external specialists.
- Increased utilization of Diversity Employment Program by diversity groups, with over 60% increase in new client registrations in the last fiscal year.
- Reimagined strategic planning, services and programs delivery, with all departments considering intersectional lenses in their design, implementation, evaluation and reporting.
- Launched the new Applicant Tracking System which streamlines recruitment processes, while enhancing client and employee experience.
- Sustained an upward trajectory in the number of departments/agencies that allocated funds to intersectional initiatives year over year.
- Increased visibility and awareness of government inclusion programs and services, and enhanced community participation in various advisory committees.
- Increased focus on gender-neutral washrooms, with a 6% increase in the number of departments and agencies that indicated their availability across various work locations from 2022-2023 to 2024-2025 fiscal year.

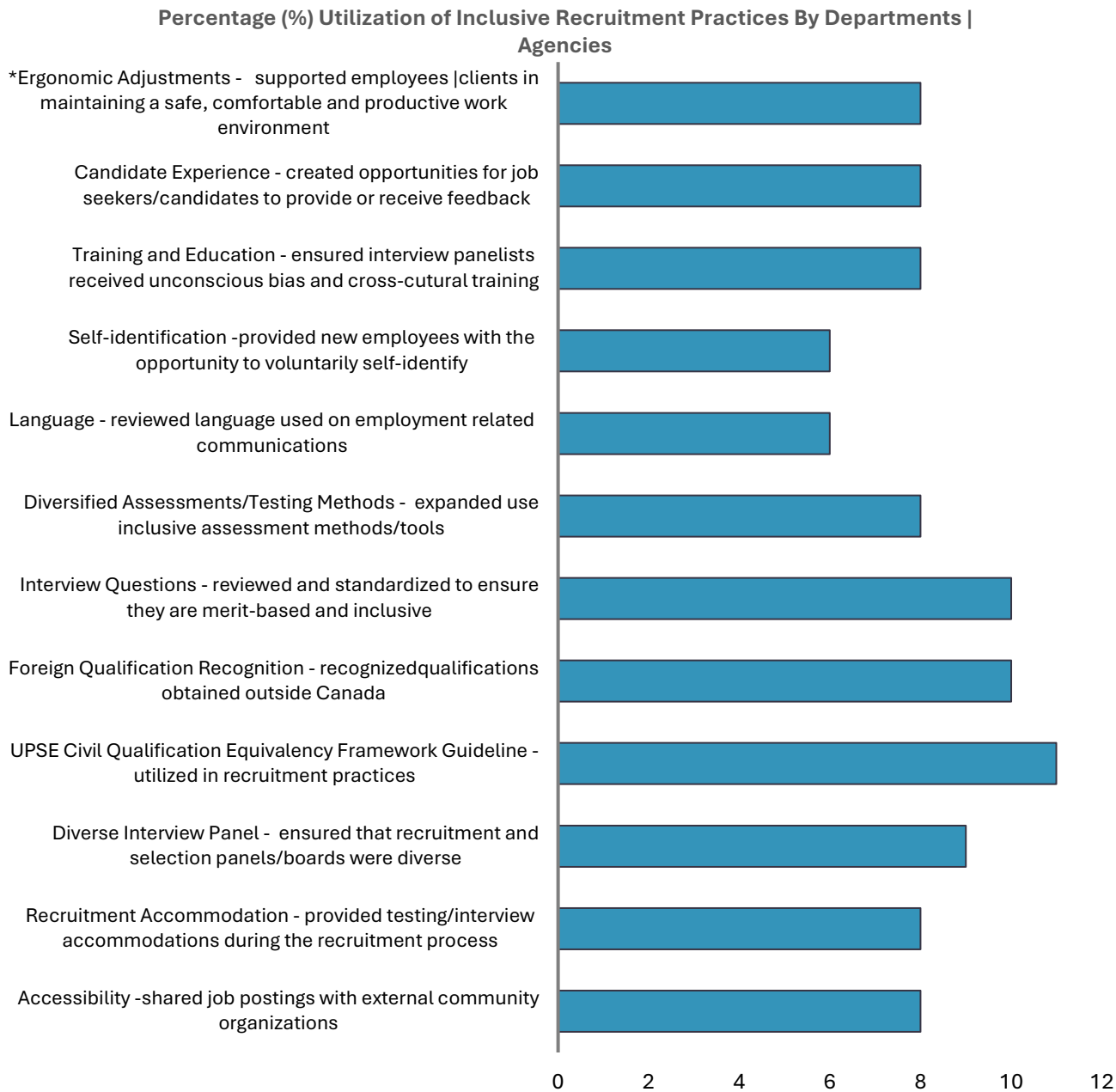
Goal 1: Building an Inclusive and Diverse Public Service

1.1 Enhance and support the screening, selection and recruitment processes for members of diversity groups.		
Number	Strategies and Actions	Measures of Success
1.1.1	Ensure job postings and interview processes are inclusive and accessible.	<ul style="list-style-type: none"> All job posting (100%) advertised by 13 government departments and two agencies included the diversity and inclusion value statement (Appendix A), demonstrating their commitment to inclusive and accessible workplaces. Apart from the UPSE Civil Qualification Equivalency Framework Guideline,⁵ the recognition of foreign qualification and the diversification of assessment and testing methods were the most implemented inclusive recruitment practices by thirteen departments and 2 agencies (see Figure 1).
1.1.2	Review current hiring practices and identify any barriers to inclusion and areas for improvement.	<ul style="list-style-type: none"> Thirteen departments and 2 agencies reported reviewing various hiring processes in the last fiscal year. For example, Indigenous perspectives when recruiting for Indigenous designated positions, broadened experience required for retail positions, worked closely with community organizations and advocacy groups in recruitment efforts, and implemented the new Applicant Tracking System (ATS) in March of 2025 for the civil service. The ATS allowed the civil service to reach a wider pool of candidates by posting jobs to multiple job boards and enabled users to toggle their language preference between English and French. Employment and career advancement barriers identified in the 2024-2025 fiscal year included a lack of opportunities for diversity employees to gain leadership experience, educational requirements, and challenges related to professional licensure (Appendix B).
1.1.3	Support the recruitment of diverse talent by sharing job postings with external stakeholders, agencies and service providers.	<ul style="list-style-type: none"> The PSC continued to share job postings with external organizations, with a total of 270 job postings shared in the last fiscal year by departments and agencies. Between April 1, 2024, and March 31, 2025, 206 diversity members registered with the Diversity Employment Program. These clients were contacted by the Diversity Office and received individualized employment support in their job search.⁶ In addition to social media visibility statistics reported by departments and agencies, 17 job seekers were referred by various community organizations to the Liquor Control Commission Cannabis Management Corporation, Justice and Public Safety, and Social Development and Housing.

⁵ [Equivalency for Qualifications](#)

⁶ [Diversity Employment Program](#)

Figure 1: Inclusive Recruitment Best Practices Implemented by Departments and Agencies, 2024-2025 Fiscal Year



*A new indicator was introduced in the 2024-2025 fiscal year, reflecting the continued expansion and implementation of accommodation best practices. These practices included improvements to customer service area design (to enhance accessibility for clients), promotion of universal design in employee workstations (to better accommodate diverse needs), and other ergonomic accommodations that support safe and inclusive work environments, such as lighting adjustments, the provision of noise cancelling headphones to reduce distractions in open work areas, and flexible work arrangements etc.

1.1 Enhance and support the screening, selection and recruitment processes for members of diversity groups.

Number	Strategies and Actions	Measures of Success
1.1.4	Support the recruitment of diverse talent by attending career fairs and networking events at colleges and universities.	<ul style="list-style-type: none"> Six departments and one agency reported attending 78 career and networking forums to promote the government of PEI as a diverse employer of choice, including the Immigrant and Refugee Services Association of PEI Construction Job Fair, Career Day at Blue Field School, Skills PEI Career Fairs, and the Holland College IT Fair etc.
1.1.5	Promote government's commitment to diversity and inclusion both internally and externally.	<ul style="list-style-type: none"> Ensured all published communication used simple, gender-neutral, and inclusive language. For example, job postings included a diversity and inclusion value statement. Circulated 56 targeted and intersectional electronic messages focusing on topics such as Respect Matters,⁷ psychological health, the National Day for Truth and Reconciliation, Pink Shirt Day, Public Service Pride Week,⁸ and Public Service Week Cultural Celebrations.⁹ Also delivered in-person communication during staff orientation and onboarding sessions.
1.1.6	Support employees from diversity groups so they can better navigate career development and advancement (e.g. mentorship, leadership training cohorts, etc.).	<ul style="list-style-type: none"> 41 employees graduated from PSC's leadership development pathways programs.¹⁰ A key highlight was the launch of the new Supervisor Success Academy (SSA) Certificate Series, which offered new and aspiring leaders targeted training in areas such as reconciliation, unconscious bias in the workplace, braver spaces, emotional intelligence, and cross cultural understanding, among others.¹¹ Departments and agencies demonstrated a strong commitment to developing inclusive leaders across various public sectors and areas of governance, such as increasing the representation of women on boards, encouraging participation in the new Leadership Development Pathways, succession planning, and streamlining onboarding and orientation processes.
1.1.7	Promote the Diversity Talent Pool and Diversity Employment Program internally and externally.	<ul style="list-style-type: none"> Continued to strengthen the Diversity Employment Program's (DEP) service delivery which resulted in over a 60% increase in new client registrations compared to previous fiscal year.¹² Reviewed and provided recommendations for DEP in the next UPSE Collective Agreement, ensuring fair representation.

⁷ [Respect Matters](#)⁸ [Public Service Pride Week](#)⁹ [Public Service Week](#)¹⁰ [Leadership Development Pathways in the Government of PEI](#)¹¹ [The Supervisor Success Academy \(SAS\) Certificate Series](#)¹² [2023-2024 Diversity and Inclusion Annual Progress Report](#)

Workplace Tour: UPEI English Language Centre's Professional Communication and Job Readiness Skills Course Participants



Goal 2: Establishing a Safe and Inclusive Culture

2.1 Enhance awareness, engagement, and understanding of diversity and inclusion through training, participation, and recognition.

Number	Strategies and Actions	Measures of Success
2.1.1	Develop an Unconscious Bias Webinar for staff.	<ul style="list-style-type: none"> 219 employees (31% increase) registered for the Unconscious Bias in the Workplace Webinar between April 1, 2024, to March 31, 2025.¹³
2.1.2	Enhance Leadership Development and Orientation training opportunities to educate participants on the importance of diversity and inclusion.	<ul style="list-style-type: none"> PSC continued to monitor and review all leadership programs annually to ensure they meet the emerging needs of the workforce. PSC created an onboarding program, which included 4 live orientation sessions, an onboarding booklet, and a comprehensive Moodle module. PSC issued a request for proposals to procure skills and expertise and expand its inventory for equity, diversity, inclusion, accessibility, and anti-racism learning opportunities to meet emerging corporate needs. PSC enhanced the Government of PEI Internship Onboarding Program by dedicating June as the “equity, diversity, inclusion, accessibility, and anti-racism in our work and workplace” professional development month. Inclusion and team building activities completed included the KAIROS blanket exercise, equity, diversity, and inclusion in the workplace, and anti-racism workshops.
2.1.3	Assess existing diversity and inclusion training opportunities and address potential gaps.	<p>Departments and agencies identified the need to explore the following learning opportunities and improvements in their leadership and employee program reviews:</p> <ul style="list-style-type: none"> Conduct stay interviews after e.g., three months of employment. Strengthen support for managers and supervisors, especially in succession planning and managing difficult discussions. Focus on trauma informed leadership, performance development, anti-racism, change management, management effectiveness and impact, media relations, policy framework/program design/policy analysis and evaluation, and creating safer spaces. Improve incident and accident reporting culture and process related to workplace violence. Create resources to reinforce respect and increase awareness of the new Respectful Workplace Policy and related topics.

¹³ [Unconscious Bias in the Workplace Webinar](#)

2.1 Enhance awareness, engagement, and understanding of diversity and inclusion through training, participation, and recognition.

Number	Strategies and Actions	Measures of Success
2.1.4	Encourage employees to include diversity and inclusion training opportunities in professional development plans.	<ul style="list-style-type: none"> 505 (21% increase) staff completed cultural competency training through the PSC's Pathways to Learning in 2024-2025 (see Figure 2) compared to the last fiscal year. Nine departments and 2 agencies initiated targeted intersectional learning opportunity, delivered by internal and external subject matter specialists. For example, the PSC delivered a trauma-informed training session for human resources management team, LCC and CMC organized the Reap the Reward of Respectful Workplaces supervisor and management training, 30 teacher volunteers from the Department of EY received three sessions of Promoting Rights, Identity and Self-Actualization of those Marginalized (PRISM), and the Department of Health and Wellness' Women and Gender Diverse People's Health Section held an education session on Indigenous Health etc.
2.1.5	Broaden Public Service Week events to promote additional diversity and inclusion sessions.	<ul style="list-style-type: none"> Hosted a variety of accessible, interactive, and educational activities for the 2024 Public Service Week (PSW).¹⁴ See photos on pp. 25-27. The planning committee consisted of employee representatives from all provincial civil service departments.
2.1.6	Recognize, promote, and celebrate diversity and inclusion.	<ul style="list-style-type: none"> Published the 2025 Diversity and Inclusion Calendar, which recognized and celebrated important multicultural and multifaith holidays and significant events throughout the year.¹⁵ Please refer to Diversity and Inclusion Calendar for the complete list of significant dates recognized. Senior management and employee social/activity committees continued demonstrating their commitment by recognizing and celebrating various multicultural events, religious holidays, and other significant equity, diversity, inclusion, and accessibility days in the workplace and community.¹² These included Pride Festival and flag raising ceremonies, Diwali, Acadian Day of Remembrance, Ghana Independence Day, among others.

¹⁴ [PEI Public Service Week](#)

¹⁵ [Diversity and Inclusion Calendar](#)

Figure 2: Course Completion Numbers for Diversity and Inclusion Training between April 1, 2024, and March 31, 2025



Shannon Ellis
 Director of Community and
 Correctional Services
 Department of Justice and Public
 Safety

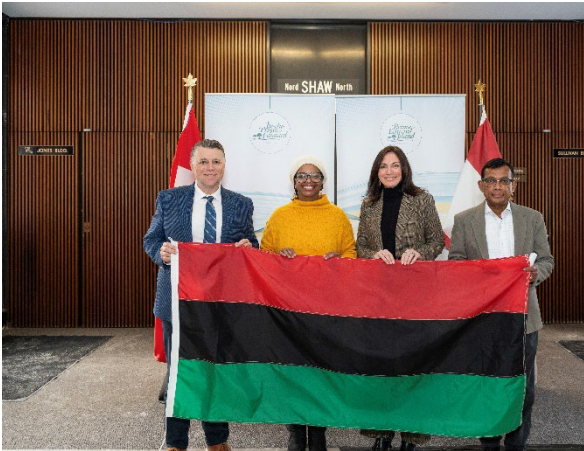
“Community and Correctional Services (CCS) advanced its commitment to equity, diversity, and inclusion through initiatives aimed at creating a more inclusive correctional system. In partnership with the Atlantic Police Academy and Skills PEI, CCS delivered the sixth Correctional Officer Training Program, offering full government funding for BIPOC applicants to reduce financial barriers and increase workforce diversity.

The new Women’s Unit at the Provincial Correctional Centre, opened in January 2024, features a spiritual room for cultural ceremonies like smudging. An Indigenous Caseworker supports Indigenous clients through cultural programming and connections with Elders and communities. A Diverse and Inclusive Outreach Worker, funded by Justice Canada, now assists racialized and marginalized youth in the justice system.

CCS also launched web-based training on 2SLGBTQIA+ inclusion and the history of trauma in Indigenous communities to educate staff on systemic issues. Collaborations with Statistics Canada have improved data collection on diverse populations. CCS continues to engage in community-led events and national conferences and updates its policies through a gender and diversity lens.

These efforts reflect CCS’s ongoing work to embed equity, cultural safety, and inclusion across all areas of justice and public safety.”

Public Service Black History Month Flag Raising and Celebration



2.2 Continue to cultivate a supportive, welcoming, and inclusive work environment.

Number	Strategies and Actions	Measures of Success
2.2.1	Develop and implement guidelines to support gender diverse employees.	<ul style="list-style-type: none"> Continued maintaining intersectional lenses and integrating gender diverse principles in the development, implementation, delivery, and evaluation of policies, programs, and services.
2.2.2	Implement an updated Respectful Workplace Policy.	<ul style="list-style-type: none"> Launched the new Respectful Workplace Policy in February 2025, which incorporated recommendations from various stakeholders - to ensure inclusive principles and perspectives were incorporated.¹⁶
2.2.3	Develop a statement on Safer Spaces.	<ul style="list-style-type: none"> Continued researching Safer Spaces best practices and developed the Safer Spaces Guideline and Statement.
2.2.4	Research opportunities for multifaith spaces.	<ul style="list-style-type: none"> Maintained the multifaith space at the 5th floor Sullivan Building, Burns Avenue, and the Provincial Correctional Services.^{12 17}
2.2.5	Encourage staff to share innovative strategies to cultivate supportive, welcoming, and inclusive work environments.	<ul style="list-style-type: none"> Departments and agencies strengthened employee centricity by making formal reporting and informal feedback mechanisms accessible. Examples of strategies used included one-on-one check-ins, weekly virtual team meetings, electronic email submissions, anonymous suggestion boxes, and cultivating a safe culture for voicing concerns or recommendations. 43 participants attended Psychological Health and Safety General Overview courses, which were also offered virtually to increase participation. Developed a new Respect Matters training session to be released in Spring 2025,⁷ following the launch of the Respectful Workplace Policy.¹⁶ Began developing an online module version of the Respect Matters course to integrate into human resource information management system onboarding for new hires and orientation for existing employees. PEI Workers Compensation Board (WCB) delivered a presentation to human resources managers on the new WCB claims process for psychological injury in advance of the Policy launch. Completed an interjurisdictional scan and internal violence in the workplace survey to review and compare best practices and assess the needs of government departments and agencies.

¹⁶ [Respectful Workplace Policy](#)¹⁷ [2022-2023 Diversity and Inclusion Annual Progress Report](#)

2.3 Enhance staff understanding of the Diversity and Inclusion Policy (2019), Diversity and Inclusion Strategy (2022-2025), and related programs and services.

2.3.1	Educate staff and management on their roles and responsibilities, and the importance of the Diversity and Inclusion Policy (2019), Diversity and Inclusion Strategy (2022-2025), priorities, and related programs.	<ul style="list-style-type: none"> Departments and agencies continued engaging staff and management teams on their roles in fostering inclusive workplaces and practices. For example, intersectional topics were discussed during bi-weekly or monthly meetings, staff days, and professional learning days (Appendix D).
2.3.2	Ensure information on diversity and inclusion is up-to-date, easy to find, and accessible to all staff.	<ul style="list-style-type: none"> Continued updating and translating equity, diversity, inclusion, and accessibility information into French, including the new job board and promotional materials.¹⁸

2.4 Ensure government buildings have better accessibility for all.

2.4.1	Support the Department of Transportation and Infrastructure to conduct accessibility audits of government buildings.	<ul style="list-style-type: none"> The Department of Transportation and Infrastructure continued collaborating with departments and agencies to improve access to workplaces and government premises, addressing emerging safety and accessibility needs.
2.4.2	Work with the Department of Transportation and Infrastructure to implement recommendations from accessibility audits.	<ul style="list-style-type: none"> Created gender-neutral washrooms/updated bathroom signages, and adjusted lighting at 40 Burns Avenue. Continued renovating work sites to meet universal design and accessibility building codes as more locations were updated. Discussed the need to update site/building maps to indicate locations with gender-neutral bathrooms and accessible parking lots.
2.4.3	Create more gender-neutral washrooms within government buildings.	<ul style="list-style-type: none"> Nine departments and two agencies reported having gender-neutral washrooms in their work locations, with 26 new gender-neutral bathrooms created or signage updated.

¹⁸ [JobsPEI](#)

Goal 3: Ensuring Inclusive, Diverse and Innovative Practices

3.1 Support the collaborative implementation of the Diversity and Inclusion Policy (2019) and Diversity and Inclusion Strategy (2022-2025).		
Number	Strategies and Actions	Measures of Success
3.1.1	Support departments and agencies in developing Diversity and Inclusion Plans with specific objectives, strategies, and measurements of success.	<ul style="list-style-type: none"> All thirteen departments and 2 agencies submitted their HR plans, diversity and inclusion plans, or business strategies to the PSC. These documents incorporated intersectional perspectives on equity, diversity, inclusion, accessibility, gender, anti-racism, and Indigenous priorities.
3.1.2	Incorporate Diversity and Inclusion Plan goals and objectives into departmental business plans and strategic initiatives.	<ul style="list-style-type: none"> Appendix C has the list of departments and agencies whose HR plans, Diversity and Inclusion Plans, and/or Strategies incorporated intersectional goals and objectives.
3.1.3	Ensure Diversity and Inclusion Advisory Committee (DIAC) members support their departments and agencies with the implementation of the Diversity and Inclusion Strategy (2022-2025) and the development of Diversity and Inclusion Plans.	<ul style="list-style-type: none"> DIAC received a new chair, and its membership convened. Nine departments and 2 agencies reported engaging their respective DIAC representatives, representing 83% increase in the number of departments and agencies engaging their DIAC representatives since the 2022-2023 fiscal year.
3.1.4	Prepare and distribute a Diversity and Inclusion Annual Report summarizing all activities supporting the Diversity and Inclusion Policy (2019) and Diversity and Inclusion Strategy (2022-2025).	<ul style="list-style-type: none"> Gathered and compiled annual diversity and inclusion departmental activities for the 2023-2024 fiscal year.¹²
3.1.5	Seek to expand the resources of the Diversity and Inclusion section of the Public Service Commission to support the implementation of the Diversity and Inclusion Strategy (2022-2025).	<ul style="list-style-type: none"> Seven departments and one agency reported allocating funds to support tailored diversity and inclusion initiatives, with outcomes focused on both internal and external impact (Appendix D). Five staff and two intern positions were created within various government departments to support inclusion initiatives: a director, an administrative assistant, a policy analyst, an Indigenous case worker, and an outreach worker. Sustained an upward trajectory in the number of departments'/agencies' that allocated funds to intersectional initiatives year over year.

3.2 Improve collection and analysis of diversity and inclusion data.

Number	Strategies and Actions	Measures of Success
3.2.1	Create opportunities for self-identification within the Peoplesoft Human Resource Management System and Employee Engagement Survey.	<ul style="list-style-type: none"> 278 new employees voluntarily self-identified during onboarding using the PeopleSoft Human Resource System. Current employees will be able to self-identify using this internal process once it is implemented in early 2026/2027 fiscal year.
3.2.2	Enhance the Employee Engagement Survey to collect emerging data on diversity and inclusion.	<ul style="list-style-type: none"> The next Employee Engagement Survey is scheduled for the 2026 calendar year. Work continued within departments and at the corporate level to work towards the goals identified in the three pulse surveys (Leadership and Flexibility, Diversity and Inclusion, and Mental Health and Wellness). These pulse surveys captured data on neurodivergent and gender diversity as well as genders in non-traditional roles.¹⁹ PSC continued to collaborate and develop industry research to help inform equity, diversity, inclusion, and accessibility strategies and policy decisions.
3.2.3	Evaluate collected data to identify barriers to inclusion and gaps in representation.	<p>Departments identified the following priority areas:</p> <ul style="list-style-type: none"> Prioritize and promote respectful workplaces, employee well-being, and psychological safety. Offer targeted training on trauma-informed leadership and managing generational differences. Continue to reinforce managers and leaders training in cultural competency, unconscious bias, antiracism, and Indigenous history, culture, and reconciliation. Allocate funds and resources to address accessibility initiatives and emerging inclusion and accommodation needs. Strengthen research and knowledge sharing in equity, diversity, inclusion, and accessibility across departments and agencies.
3.2.4	Communicate findings and specific opportunities for improvement to senior management and employees.	The CEO of the PSC continued to share progress made with the Deputy Minister Council and all civil service employees. ¹²

¹⁹ [Public Service Employee Engagement Survey](#)

3.3 Educate senior management on their role in diversity and inclusion and its impact on the workplace.		
3.3.1	Provide senior leaders with specific training opportunities to build understanding of diversity and inclusion.	<ul style="list-style-type: none"> • Inclusion of intersectional diversity training opportunities in leaders' orientation, onboarding, and professional development plans remained a core strategic priority for departments and agencies. • Eight departments and one agency delivered targeted intersectional training to 107 senior managers. Topics covered varied across departments, including supporting neurodivergent employees, Reap the Rewards of Respectful Workplaces, Indigenous health, braver spaces, managing multi-generational employee, among others. • PSC developed and implemented a tailored and intersectional curriculum to expand inclusive leadership programs for aspiring supervisors and senior management.¹¹
3.3.2	Encourage leaders at the senior level to become visible champions of diversity and inclusion.	<ul style="list-style-type: none"> • Six departments nominated their teams and employees for the Annual Premier's Leadership Award for Equity, Diversity and Inclusion in the Public Service. The PEI Analytical Laboratories Social Committee, led by Scott Brown and Stephanie Mercer was the 2025 recipients of this prestigious award.²⁰

"In ITSS, our strength is rooted in the rich diversity of our people and the unique experiences and perspectives they bring. This diversity fuels our vision for forward-looking people, service, and technology that delivers citizen and business-centric services to the public. In collaboration with our Equity, Diversity, and Inclusion Manager - and with the support of our ITSS Navigators - we warmly welcome new team members and foster an environment where everyone feels engaged, challenged, and empowered to be their authentic selves. We grow stronger by moving forward together."

ITSS Senior Management Team
Department of Finance

²⁰ [Employee Recognition Awards](#)

Employee Spotlight

2025 Premier's Leadership Award for Equity, Diversity, and Inclusion in the Public Service



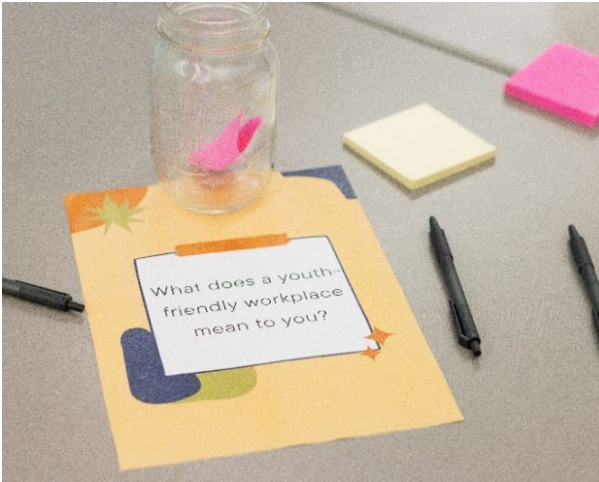
(Left to Right) Thilak Tennekone, Stephanie Mercer, Premier Rob Lantz, Scott Brown

This award recognizes individuals, teams or departments who have demonstrated leadership in the promotion of equity, diversity and advancement of inclusive best practices in the workplace and in the community. It celebrates the value of creating bias-free, inclusive workplaces and the positive impact of advancing fairness and equity to build healthier workplaces and stronger communities.

The 2025 Annual Premier's Leadership Award for Equity, Diversity, and Inclusion in the Public Service was awarded to the **PEI Analytical Laboratories Social Committee**, led by Scott Brown and Stephanie Mercer. Formed in 2023, the committee fostered an inclusive, welcoming workplace by breaking down departmental barriers. They organized monthly events celebrating diverse traditions such as Diwali, Christmas, and Valentine's Day, as well as seasonal activities like sledding and washer-toss tournaments to build camaraderie. Their efforts also extended to community service through bi-annual clean-ups and charity support. These initiatives significantly boosted staff morale, created a family-like atmosphere where employees felt safe and valued. The committee's dedication to equity, diversity, and inclusion strengthened internal relationships and positively impacted the broader community. This award recognized their outstanding leadership and the meaningful, lasting changes they've brought to the workplace.

Highlights of the Public Service Week (PSW) 2024

Coffee Break Event for Youth and New Professional Network



Highlights of the Public Service Week (PSW) 2024

BBQ and Cultural Diversity Celebration Event

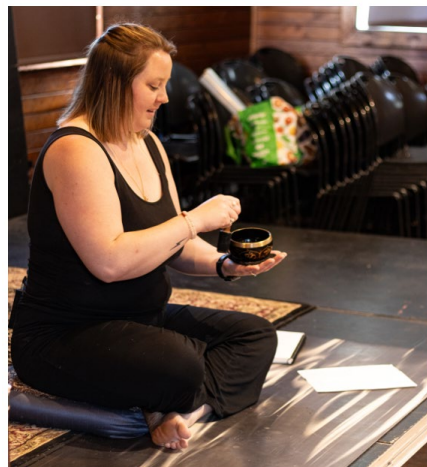


Highlights of the Public Service Week (PSW) 2024

Recharging Resilience Session



Relaxing Guided Meditation Session



The Value of Workplace Diversity and Perspectives



“My internship experience with GPEI was educational, collaborative, and empowering: I was able to contribute to sustainable land-use policies and a Subdivision and Development Regulation amendment, which gave me the confidence to un-learn, re-learn, and apply my academic knowledge in Public Service settings. Collaborating across various departments and participating in GPEI’s training programs taught me how to communicate effectively with colleagues from diverse backgrounds, while the PSC’s strong commitment to equity, diversity, inclusion, and accessibility ensured that every voice was heard. This has made the workplace a more inclusive environment, and I have had the opportunity to work with individuals who bring different ideas and approaches to problem-solving. Though I faced unexpected challenges navigating complex regulations, guidance from my manager and senior colleagues helped me analyze situations and find collaborative solutions. I advise current and future interns to stay open to learning, proactively seek growth opportunities, and fully engage with your team for maximum personal and professional development.”

Akinkunle Akinbinu,
Property Development Officer
Department of Housing, land and Communities

Appendices

Appendix A: Public Service Value Statement

The (Department/Agency name) _____ is committed to Equity, Diversity, Inclusion and Accessibility. Our goal is to build a public sector workforce that reflects the diverse communities we serve and to promote welcoming, diverse, inclusive, respectful workplaces that are accessible to all. We welcome all interested individuals including Indigenous Peoples, persons living with disabilities, neurodivergent, Black, Racialized, ethnic, and culturally diverse groups, as well as people based on their sexual orientation, gender identities, and gender expressions. Those looking for more information are invited to visit our [Diversity and Inclusion Policy](#).

Appendix B: Employment Barriers Identified

Government departments examined and identified the following employment barriers that may be impacting the hiring and career advancement of diversity group members and employees, including persons with disabilities, internationally educated professionals, newcomers and new immigrants, temporary foreign workers etc.

Barriers Identified	Areas Needing Improvement
Employee Experience: Access to Leadership Position	<ul style="list-style-type: none"> Expanding professional development opportunities to create leadership development opportunities for diversity employees with great knowledge and skills to gain leadership experience.
Foreign Credential Recognition	<ul style="list-style-type: none"> Maintaining positive working relationships with regulatory bodies to support the workforce and provide feedback on shortfalls in licensure in professions such as nursing and social work.
Educational Requirements	<ul style="list-style-type: none"> Careful review of positions' educational requirements to ensure that the default expectations is not a university degree.

Appendix C: Inclusion of Diversity Goals and Principles

Departments and agencies that incorporated or aligned inclusion goals and principles into their department-specific strategic initiatives, such as business and human resources plans. Please note that some of the referenced documents are internal documents hence not published online.

Department	22-23 Fiscal Year	Department	23-24 Fiscal Year	24-25 Fiscal Year	Document(s)
Agriculture and Land	√	Agriculture	√	√	Gender, Diversity, and Inclusion Initiatives and HR Plan
Economic Growth, Tourism and Culture (EGTC)	√	Economic Development, Innovation and Trade	√	√	HR Plan
Education and Lifelong Learning	√	Education and Early Years	√	√	HR Plan and Transitional Strategic Plan
Environment, Energy and Climate Action	-	Environment, Energy and Climate Action	√	√	HR Plan
Executive Council	-	Executive Council	√	√	HR Plan
Finance	√	Finance	√	√	HR Plan and Strategy
Fisheries and Communities	√	Fisheries, Tourism, Sport, and Culture	√	√	Fisheries, Tourism, Sport, and Culture GEDI Strategy Action Plan - Draft
Health and Wellness	√	Health and Wellness	√	√	HR Plan
Justice and Public Safety	√	Justice and Public Safety	√	√	HR Plan and Strategy
PE Liquor Control Commission/PEI Cannabis Management Corporation	-	PE Liquor Control Commission/PEI Cannabis Management Corporation	-	-	-
Public Service Commission	√	Public Service Commission	√	√	People Strategy
Social Development and Housing	√	Social Development and Seniors	√	√	HR Plan
Transportation and Infrastructure	-	Transportation and Infrastructure	√	√	HR Plan
		Housing, Land and Communities	√	√	HR Plan
		Workforce, Advance Learning and Population	√	√	Gender, Equity, Diversity, and Inclusion Strategy and Action Items

Appendix D: Best Practices and Inclusion Initiatives Funded by Departments | Agencies

The following table highlights best practices and unique programs that were funded and/or sponsored by government departments or agencies to promote equity, diversity, inclusion, accessibility, or reconciliation in the workplace or community in the 2024-2025 fiscal year:

Department	Examples of Best Practices Implemented Initiatives Funded
Economic Development, Innovation and Trade	<ul style="list-style-type: none">Funded two staff members to attend the Disability Arts summit, during which one participated as a panelist.BioFoodTech created a team charter committee, rewards and recognition committee, as well as a wellness and safety committee.Funded the Indigenous Arts Grants/Art Bank for Gender Based Violence Prevention Grants Community Cultural Partnership Program.²¹
Education and Early Years	<p>Demonstrated continued commitment to staff cultural competency training through meaningful initiatives:</p> <ul style="list-style-type: none">Facilitated 3 Promoting Rights, Identity and Self-Actualization of those Marginalized (PRISM) educator training days, for 30 teacher volunteers in the English Education, Programs and Services division.Third cohort of English program staff completed an eight-week anti-racist pedagogy training course, and the division completed RAVEN framework.In addition to PRISM, administrative staff attended a debrief and "Level I: The Big Picture" training which focuses on strategies for supporting newcomer children and youth in PEI schools.Continued to offer mandatory online homeless training for staff in Provincial Libraries.Continued to apply reflective supervision strategies, team agreements developed in 2023-2024 fiscal year by each team in the department.Launched Inclusive Equipment and Materials Grant to boost early childhood centres.²²Continued developing both the Early Years Inclusion Action Plan and Early Years and K-12 Inclusion Framework.Committed to working towards reconciliation through ongoing training in English Education, Programs, and Services, and hired an Indigenous Education Consultant in October 2024.Created the Diversity, Equity and Inclusion Advisory Committee with membership from Education and Early Years, Public School Branch, PEI Teachers' Federation and community organizations.

²¹ [Art Grants Gender-Based Violence Prevention Projects](#)

²² [Inclusive Equipment and Materials Grant](#)

Department	Examples of Best Practices Implemented Initiatives Funded
Executive Council	<ul style="list-style-type: none"> • The Indigenous Relations Secretariat (IRS) launched the Status Report Writer's Group as part of its ongoing efforts to advance equity, diversity, inclusion, and accessibility. This cross-departmental group was established to streamline the annual reporting process for the Missing and Murdered Indigenous Women and Girls (MMIWG)/ Truth and Reconciliation Commission (TRC) Calls to Action. Through this initiative, departmental representatives received training to adopt a standardized and inclusive writing style aligned with IRS guidelines. • The IRS released the 2024 Annual Status Report, Moving Forward Together: A Journey Towards Reconciliation. This report reaffirmed the Government of Prince Edward Island's ongoing commitment to equity, diversity, inclusion, and accessibility by advancing the implementation of the Calls to Action from MMIWG and TRC. As part of this initiative, every provincial department contributed responses, demonstrating a whole-of-government approach to reconciliation and accountability. • Staff were encouraged to participate in reconciliation and Indigenous lunch-and-learn sessions. Some attended the Bog tour, which offered valuable insights into the history of Charlottetown's Black community. • Developed a standard demographic survey aimed to guide disaggregated data collection (e.g. race, ethnicity etc.) across all government departments to help identify program or service delivery inequalities and patterns among racialized populations. • Delivered a series of anti-racism training for employees across government. The training was policy-oriented and designed to raise awareness of the ways in which systemic racism manifests in public service. The goal was to provide government employees with tools to address these issues in their daily work and strengthen and support efforts to incorporate anti-racism principles into existing government policies, programs and services. • Intergovernmental Affairs Secretariat staff completed online training in Indigenous Awareness and Indigenous Community Engagement. • The Anti-Racism office (ARO) contributed to the provincial International Human Rights Coordination Network. • The ARO awarded a total amount of \$342,500 in grant funding to 8 community organizations. It also awarded \$32,500 in microgrant funding to community organizations. This funding will assist in the implementation of projects that benefit racialized and Indigenous communities and strengthen the link between racial equality and community cohesion in the province. • The ARO hosted an event that brought together past and present grant recipients. Attendees had the opportunity to learn about the impact of the grants on the community, receive a recap of the grant writing workshop, and discuss their projects and future initiatives. <p>ARO developed an engagement strategy to increase awareness and education activities within provincial government departments, commissions, and agencies. It also increased engagement with racialized communities throughout the province through town hall meetings, workshops, and other events designed to facilitate dialogue and collaboration.</p>

Department	Examples of Best Practices Implemented Initiatives Funded
Finance	<ul style="list-style-type: none"> IT Shared Services created a Tip Sheet designed to help employees new to the Island. Titled <i>"Your Guide to Employment, Newcomer Services, and Community Support,"</i> the document included a variety of inclusion materials. It was emailed to new hires and was made available on SharePoint (internal) for all departmental staff to access. Conducted in-house supervisor and manager training programs covering topics such as duty to accommodate, giving constructive feedback, and supporting employees in the workplace. Donated over 100 computers through Computer for Success Program to community groups including, low-income organizations, people with diagnosed disabilities, PTGA (Post Traumatic Growth Association), and Chinese Society of Prince Edward Island etc.²³ Experienced tremendous growth including a diverse workforce, accessible workplaces, improved access to digital information, increased availability of gender-neutral washrooms, and multi-faith spaces. Encouraged employees to celebrate their culturally specific holidays in the workplace and took cultural practices (e.g. fasting) into consideration when organizing events.
Fisheries, Tourism, Sport and Culture	<ul style="list-style-type: none"> Tourism PEI - demonstrated its mandate to foster and promote a vibrant tourism industry through marketing campaigns, positioning PEI as a welcoming and inclusive destination.²⁴ The division of Rural and Regional Development continued to provide funding for municipalities and rural organizations to enhance communities' connections and inclusion.²⁵
Health and Wellness	<ul style="list-style-type: none"> The PEI Government Health social media channels featured posts and reels on health equity, diversity, and inclusion, including content from the Speaking of Our Health campaign. The Patient Medical Neighbourhood Expo featured roundtable discussions with diversity experts, a workshop led by Shakira Weatherdon from the Chrysalis Human Rights Agency, and in-house presenters on the importance of collecting equity data. The Women and Gender Diverse People's Health Section held an education session on cultural considerations in Indigenous health for staff in Department of Health and Wellness, Health PEI, and community partners. The Mi'kmaq Health Systems Navigator from Lennox Island, Shelby Arsenault-Ellands was the keynote speaker. A resource guide was produced based on the information shared at this event. The Transition to Registered Nursing in Canada and the Registered Nurse Bridging Program (both supporting Internationally Educated Nurses) delivered curriculum that included aspects of diversity, equity, and inclusion regarding special populations, such as Indigenous peoples. Topics specific to cultural considerations during medication administration, inclusive approaches to health assessment, and

²³ [Computer for Success Program](#)

²⁴ [Tourism PEI](#)

²⁵ [Rural and Regional Development](#)

Department	Examples of Best Practices Implemented Initiatives Funded
Health and Wellness	<p>discussions surrounding marginalized populations and other cultural considerations of these groups during post-partum period were covered.</p> <ul style="list-style-type: none"> • Held an education session called “Health Equity in Action,” where members of the Women and Gender Diverse People’s Health Council²⁶ shared lived experiences about health equity needs and barriers for diversity communities in PEI.²⁷ • Offered equity, diversity, and inclusion training during Health PEI staff professional development day. • The Women and Gender Diverse People’s Health Section Developed a Welcoming Space Toolkit which contains user-friendly resources on equity, diversity, and inclusion, trauma-informed care, and safer spaces, and will be rolled out to staff in 2025. • The Health Gender and Diversity Policy Coordinator supported staff in the use of different health equity policy lenses, such as the Gender and Diversity Analysis and the Anti-Racism Impact Assessment. • The Health Diversity and Inclusion Specialist presented four times at different departmental and Health PEI staff education events. <p>Funded several inclusion initiatives, including:</p> <ul style="list-style-type: none"> • PEER Alliance programs - harm reduction engagement and educational opportunities, trans community outreach, drug checking services, needle exchange, and other health initiatives. • Gender Affirming Care PEI for a part-time Trans Health System Navigator position, and the salary for the Executive Director. • A Community Grant for the Retention of Health Care Professionals, a one-time grant offered in the 24/25 fiscal year to help Island communities and organizations with initiatives to create a welcoming, more diverse environment to attract and retain health care professionals. • The Live Well PEI Grant Program - accepted applications from community and cultural organizations, municipalities and recognized community groups, which were eligible for a grant of up to \$2,500. A total of 11 grants were provided.²⁸ • Procured funding from the Canadian Partnership Against Cancer (CPAC)²⁹ for two diversity and inclusion project in partnerships with Health PEI. Partnerships with Lennox Island First Nation Health Centre, Abegweit First Nation Health Centre, and Mi’kmaq Confederacy of PEI are aimed to deliver on the Truth and Reconciliation Commission’s Calls to Action to improve healthcare access, delivery, and experience of Indigenous peoples from a cancer control and care perspective. • Initiated the upcoming Pan-Canadian Cancer Data Strategy Implementation - Stream 3, focused on Planning and implementing data collection on the race and/or ethnicity of PEI Residents for use by government and health services in planning, quality improvement, and monitoring. This aims to fill equity-related gaps in data collection for cancer control in PEI and across PEI’s health data systems.

²⁶ [Women and Gender Diverse People's Health Council](#)

²⁷ [The Women and Gender Diverse People's Health Hub](#)

²⁸ [Live Well PEI Grant Program](#)

²⁹ [Canadian Partnership Against Cancer](#)

Department	Examples of Best Practices Implemented Initiatives Funded
Housing, Land and Communities	<ul style="list-style-type: none"> Funded a 2-hour Accessibility, Equity, Diversity, and Inclusion Workshop, delivered by ResourceAbilities, which focused on sharing strategies for inclusiveness – specifically working with neurodivergent clients and colleagues. Participated in walking through the Black Islanders History display at the Heritage House and attended Charlottetown's Mawio'mi. Land Division - the State of the Island Report³⁰ was released and explored current conditions and trends in the natural and built environments, as well as the economic and social conditions necessary to identify underlying issues. One of the four overarching thematic areas identified was Community, Social, and Quality of Life, which emphasized that supporting and enhancing diversity and inclusion is essential for creating communities where everyone can thrive. This thematic area focused on creating inclusive environments where all individuals had equal opportunities to contribute to and benefit from societal progress. Land use planning played a crucial role by ensuring that community spaces were accessible, safe, and designed to meet the diverse needs of residents. The report considered all demographics: age, gender, people with disabilities, language, racialized, and Indigenous peoples. Municipal Affairs Division – the staff began meeting regularly with the Coalition for Women in Leadership's executive team and the manager of the Anti-Racism office. These check-ins helped build relationships and lay the groundwork for prioritizing equity, diversity, inclusion, and accessibility in municipal affairs. While building external relationships, we also focused on internal relationships within our division to develop an environment of trust. Our division believed that this foundation would foster an environment for learning and implementing EDI and accessibility initiatives, making people more comfortable sharing their experiences. The division also completed 2 Insights sessions to better understand how each person works best, and the unique skill sets they bring. Completed accessibility renovations at the J. Elmer Blanchard Building, making the front-line customer service area more secure for clients, accessing services or attending meetings.
Justice and Public Safety	<ul style="list-style-type: none"> Continued to promote the Diversity and Inclusion Strategy directly to managers and directors through monthly HR sessions on various topics, such as management commitment to diversity, equity, and inclusion; Leveraged social media to attract top candidates; and Delivered training to staff on Navigating Diverse Workplaces and Managing Multigenerational Workplaces. Began work on a Mental Health Action Plan and Resiliency Strategy for employees, with a focus on psychologically safe workplaces. The departmental management team became more resourceful in identifying and accessing supports, including multicultural interpretation services, trauma-informed meeting spaces (soft rooms and lighting), transformative action conferences, hearing assist equipment, and push-button entrances.

³⁰ [The State of the Island Report](#)

Department	Examples of Best Practices Implemented Initiatives Funded
Justice and Public Safety	<ul style="list-style-type: none"> • In partnership with the Atlantic Police Academy (APA) and Skills PEI, Community and Correctional Services (CCS) delivered the sixth offering of the Correctional Officer Training Program. To promote diversity within the correctional system, an opportunity for full government funding was available to cover program costs for Black, Indigenous, and People of Colour (BIPOC) applicants who were accepted into the program. • 2SLGBTQIA+ online training course, developed by CCS in collaboration with police organizations across Canada and facilitated by the Canadian Police Knowledge Network (CPKN), is available to CCS staff and is often included in onboarding training. • CCS continued developing the web-based training course, History of Trauma in Indigenous Communities. The training aims to enhance CCS staff education and programming. The course explores topics such as the impact of residential schools, the Sixties Scoop, and other traumatic events that may have contributed to the overrepresentation of Indigenous people in the justice system. • The Provincial Correctional Center Women's Unit, which opened in January 2024, includes a spiritual room designed to provide a safe, inclusive space for multifaith practices and cultural ceremonies, such as smudging. • The Indigenous Case Worker continued to help maintain connection between Indigenous individuals within the facility, elders and the Indigenous community. • CCS worked with Statistics Canada through the Disaggregated Data Action Plan (DDAP) to improve data collection on diverse population groups. This initiative aims to improve CCS understanding of the representation of diverse populations in PEI's correctional system and supports more informed, data-driven decision-making. • CCS has continued its review of policies and procedures, integrating a gender and diversity lens into the process. Policies are being updated to incorporate more inclusive language, enhance support for self-identification, and ensure greater equity for transgender people within correctional systems. • In April 2024, 3 Youth Justice Services (YJS) staff attended the Justice as Trauma conference, funded through Youth Justice Funding, to strengthen trauma-informed approaches within YJS programs. The conference emphasized the unique impacts of trauma on Indigenous and marginalized communities, equipping staff with strategies to provide culturally appropriate support. • A retreat led by the Aboriginal Women's Association at Sukwis'im Lodge was held for MMIWG families. The retreat featured three Elder-led workshops, incorporating cultural activities, education, and increased awareness of available supports through Family Information Liaison Unit, and other community-based services and cultural supports. • Clinical Services offered, for the first time, an adult Sexual Offence Assessment and Treatment group with an Indigenous lens. The program addressed sex offending risk factors while incorporating social history, culturally relevant teachings, and elder involvement. With four clients and three facilitators (including a Lennox Island Health Centre staff member), it provided a more culturally appropriate approach to treatment, leading to better outcomes for Indigenous women.

Department	Examples of Best Practices Implemented Initiatives Funded
PEI Liquor Control Commission PEI Cannabis Management Corporation	<ul style="list-style-type: none"> Funded Reap the Rewards of Respectful Workplace Supervisor and Manager training through McInnes Cooper. Implemented the Respectful Workplace Policy through Policy introductory sessions and onboarding processes.
Public Service Commission	<ul style="list-style-type: none"> Implemented the Respectful Workplace Policy. Released as part of the new Respectful Workplace Policy in February 2025, all-staff communication aligned with Pink Shirt Day, and the new Respect Matters webpage. Enhanced employee experience through creation of an onboarding program, which included four live orientation sessions, an onboarding booklet, and comprehensive Moodle module. Conducted an organizational review and extensive consultation with staff, which resulted to the creation of a new division to enhance PSC's focus on areas such as Diversity, Equity and Inclusion; the Employee Assistance Program; French Language Services; HR Policy, Planning and Employee Development and Experience; and Employee Wellness and Safety (Appendix E). Collaborated with the Department of Transportation and Infrastructure managers and inspired discussions about multi-faith spaces, updating of bathroom signage to gender-neutral signages, conducting an assessment for the ratio of accessible parking to employee population, among other inclusion priorities. Collaborated on various violence in the workplace initiatives to increase awareness of respect and safety in the workplace for both clients and employees. Recognized and awarded employees who modeled best practices in employee engagement, through the Premier's Leadership Award for Diversity and Inclusion.³¹ Developed and launched the Supervisor Success Academy certification program, which required aspiring and current supervisors to complete a minimum of one equity, diversity, inclusion, and accessibility course.³² Took the lead in advising and offering training to departments and agencies on language and graphic reviews used in communication, policies, and programs ensuring the use of simple, culturally respectful, inclusive and gender-neutral language. Participated in knowledge sharing with intra-governmental and inter-jurisdictional working groups and jurisdictional scans. Led the planning and execution of PSW and multicultural diversity celebratory events. Sustained strong partnerships with external partners, internal stakeholders, and subject matter specialists. Developed the Safer Spaces Guideline and Statement which is anticipated to be launched in the 25/26 fiscal year.

³¹ [The Premier's Leadership Award for Diversity and Inclusion in the Public Service](#)

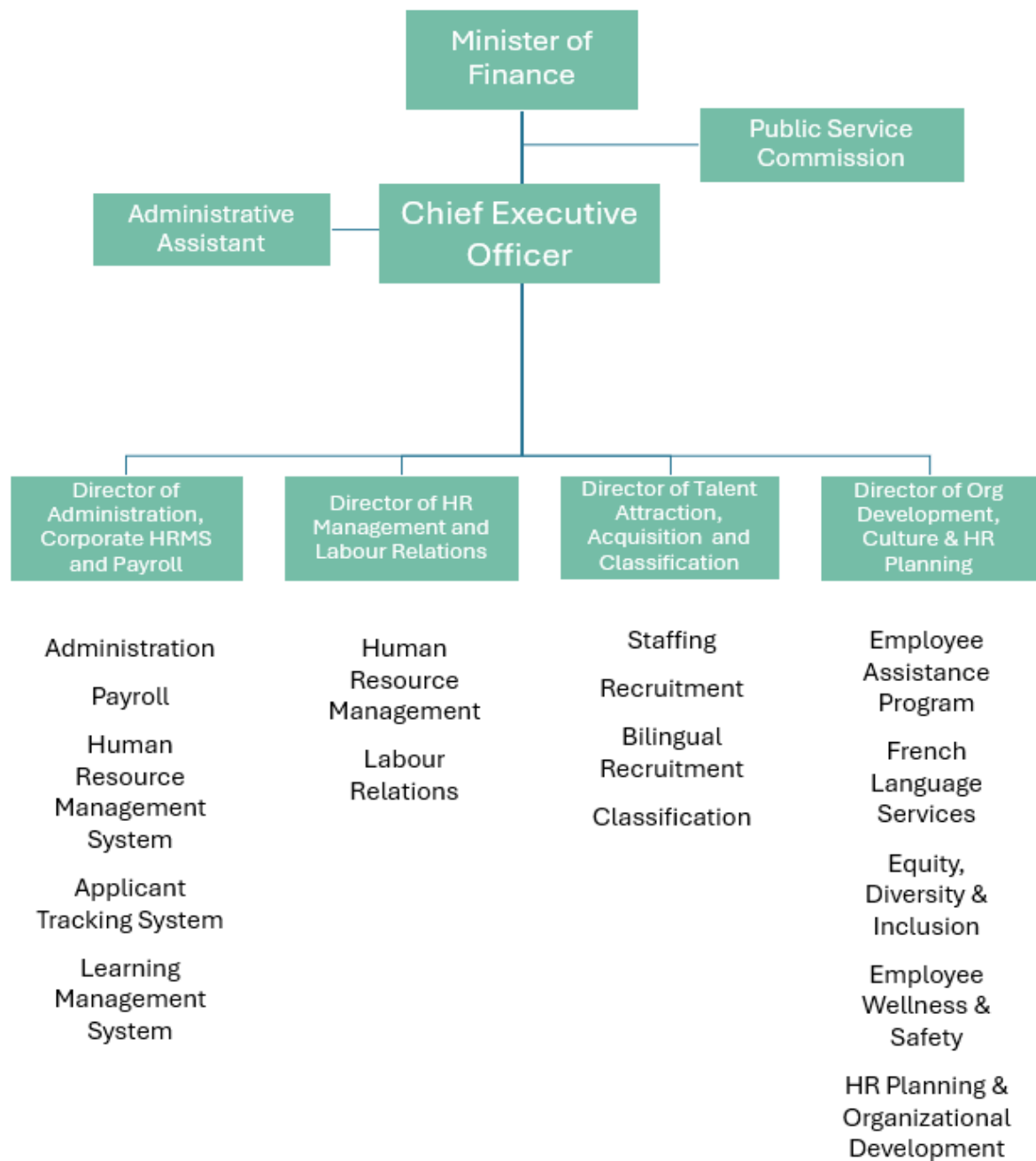
³² [Supervisor Success Academy Certificate Series](#)

Department	Examples of Best Practices Implemented Initiatives Funded
Social Development and Seniors	<ul style="list-style-type: none"> • Crafted targeted messaging to raise awareness of the AccessAbility Supports Program and foster greater social inclusion of individuals living with disabilities in our workplaces and communities. • Individualized training on racial slurs in group homes, titled "Unpacking the N Word" which was delivered to Residential Services leadership team by Overture with the Arts. • Provided Indigenous training to all staff on staff day. • Initiated a series of training sessions for staff, such as leading an Inclusive Workforce (management team), Child Rights and Impact Assessment (Strategy and Policy Seniors staff), and <i>Federal Act - Act</i> respecting Indigenous peoples, children, youth and families (Child and Family Services staff). • Social Programs created working groups to support employee wellness, leadership development and psychologically safe workplaces. • Social Programs started holding regular "Town Hall" sessions to provide ongoing feedback and open communication to communities.
Workforce, Advance Learning and Population	<ul style="list-style-type: none"> • Disbursed over 1 million in funding to local nonprofits that focus on settlement, integration, anti-racism, and supporting 2SLGBTQIA+ communities. • Held the first meeting of the Gender, Equity, Diversity, and Inclusion (GEDI) Advisory Board.³³ • The division of Population and Settlement implemented guidelines for supporting gender diverse employees. • Supported the Interministerial Women's Secretariat Grants Violence Against Women Prevention Grant.³⁴ • Hired a GEDI Specialist.
Transportation and Infrastructure	<ul style="list-style-type: none"> • Provided training on Sexual Harassment, Navigating Inclusion 101, cultural awareness, and cultural values. • Conducted Stay Interviews after 3 months of employment to review onboarding best practices and employee experience. • Committed to supporting departments and agencies in increasing gender-neutral washrooms, accessible parking/workplaces, and multi-faith spaces. • Added an accessibility push button to the side entrance of Riverside Access PEI and ensured the new Access PEI Cornwall location meets universal accessible code.

³³ [Gender, Equity, Diversity, and Inclusion Advisory Board](#)

³⁴ [Violence Against Women Prevention Grant](#)

Appendix E: PSC Organizational Structure





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