

# FINAL POLICY

## 1. Preamble

Briarpatch recognizes that in Canada, legacies of oppression and genocide are perpetuated through, among other things, hiring practices. White people, settlers, cis people, straight people, wealthy people, and men are given access and preferentially hired into permanent, well paying, high-esteemed jobs over Indigenous people, Black people, people of colour, women, trans people, queer people, disabled people, and poor and working-class people.

Within media – an important mechanism of social change – this produces a ripple effect. Stories by and about marginalized groups are often diluted, tokenized, and sidelined – if not ignored completely. This limits people from marginalized groups’ ability to articulate demands and change the conditions of their oppression.

One of the ways that Briarpatch participates in restoring justice is by implementing socially just hiring practices that counter these legacies. Through this practice we strive to ensure that Briarpatch values and centers the leadership of people from groups that are historically and currently identified as targets of genocide and oppression.

In addition to this hiring policy, we also commit to a workplace free of discrimination, violence, and harrassment (see Briarpatch’s Collective Bargaining Agreement for more information). In order to make working at Briarpatch feasible for single parents and poor and working-class people, we endeavour to provide good benefits and strive to continue to increase the salary of Briarpatch staff.

*Adapted from [AORTA’s Hiring Values Policy](#)*

## 2. This policy applies to

- Hiring Committee
- Paid Briarpatch staff
- Paid Briarpatch summer students hired under the Canada Summer Jobs program

## 3. The following groups are identified as equity-seeking groups under this policy:

- Indigenous people, especially those who are Indigenous to Treaty 4 territory, where *Briarpatch* is based
- Black people
- People of colour

- Two-Spirit, queer, trans, and non-binary people
- Disabled people, including (but not limited to) those who experience mental illness and those with learning disabilities
- Working-class people, including (but not limited to) people who currently experience or have experienced poverty and/or homelessness
- Women

## 4. Establishing minimum requirements

Before any Briarpatch job posting is advertised, a Hiring Committee will be convened. This committee will determine the minimum requirements necessary for the open position.

We recognize that one main barrier to the hiring of people who are poor or working-class is hiring committees' focus on formal education and university degrees. When creating minimum requirements, the Hiring Committee will not set formal education or university degrees as a requirement. Instead, the minimum requirements will reflect the skills necessary to perform the job. When considering applicants, hiring committees should value the skills involved in unpaid, domestic, and low-wage work (including, but not limited to, retail, service industry, and manual labour).

## 5. Priority recruitment groups

To rectify historical inequities in Briarpatch hiring processes, the Hiring Committee **may** choose to identify one or more priority recruitment group(s) from the list of equity-seeking groups in (3).

For example, the Hiring Committee may choose Indigenous people as a priority recruitment group. Priority recruitment groups are limited to the four groups specifically named in the [Employment Equity Act](#).

Applicants will be asked to identify as a member of the priority recruitment group(s) in their cover letter, if they would like to be considered for employment equity.

In that case, candidates from the priority recruitment group(s) will be prioritized for the position, as long as they meet or exceed the minimum requirements set by the Hiring Committee.

## 6. Employment equity

If the Hiring Committee chooses not to identify priority recruitment group(s):

Applicants will be asked to identify as a member of one or more of the equity-seeking groups in (3) in their cover letter, if they would like to be considered for employment equity.

Equity-seeking applicants will be prioritized for the position, as long as they meet or exceed the minimum requirements set by the Hiring Committee.

Any job posted by Briarpatch must list the equity-seeking groups (as per Section 3) and also specify whether the board will be identifying a priority recruitment group (as per Section 5) or will be prioritizing all equity-seeking applicants (as per Section 6).

## 7. Additional notes

In accordance with the collective agreement between Briarpatch and SJB-RWDSU Local 568, applications from internal candidates will be given priority.