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Summary of the Evaluation of the Centre on Diversity and Inclusion

From: [Treasury Board of Canada Secretariat](#)

About the program

CDI was established in August 2020 as a temporary, standalone entity within the Office of the Chief Human Resources Officer. CDI's goal was to create a diverse and inclusive public service through focused and accelerated implementation of initiatives across the public service.

We evaluated CDI's progress toward its outcomes since its inception to March 2023.

Highlights

- CDI somewhat improved horizontal coordination and coherence primarily through the Designated Senior Officials on Employment Equity, Diversity and Inclusion community of practice and the Mentorship Plus Affinity group.

- There is an ongoing need for an organization that focuses on diversity and inclusion in the federal public service that is supported by strong governance, a targeted vision, and a strategic framework which aligns with best practices.
 - Departments need access to timely, centralized advice and guidance.
- Temporary funding, combined with a lack of strategic direction and governance, heavy work loads, and high turnover at all levels made it difficult to implement CDI efficiently.
 - CDI's immediate outcomes could not be reasonably achieved in 3 years.
- CDI has not noticeably increased departmental ability for inclusive people management.
 - Questions remain around what 'inclusive management' means.

Recommendations

1. CDI/OCHRO support the public service to fulfill the need for timely, coherent and coordinated policy advice and guidance on equity, diversity and inclusion by operating a policy-focused body with governance mechanisms and defined roles and responsibilities.
2. CDI/OCHRO, while maintaining a focus on the program's mandate, review the resources needed to meet the program's strategic outcomes, considering the capabilities and competencies required.
3. For new diversity and inclusion programs, or changes to existing programs, OCHRO include a change management strategy that acknowledges the role of consistent, sustained leadership as a requirement for systemic change.
4. OCHRO increase the likelihood of reaching its outcomes by reviewing governance and risk drivers of new and short-term initiatives.

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