

What can be done about the current situation?

Employment equity means instituting fair and effective human resource practices which will benefit everyone. And everyone has a role to play in making sure we achieve equity. Employers and managers, unions, educational and training institutions, women, men, governments, the media and families can all take steps towards making the workforce more representative of all workers' abilities, aspirations and career choices. It's easy to see how employers might need to change. But we all have a role. For example, we need to encourage young women to develop the skills, abilities and educational pre-requisites necessary to pursue livelihoods that will satisfy them and pay well.

The project will be taking a positive approach – pointing out what can be done to improve on current practices. Change is a step-by-step process. The project wants to encourage anyone and everyone to take even a small step to break with old practices that have resulted in unfairness. We want to focus on people's responsibility and motivation to improve employment equity rather than blame for past wrongs.

Employment equity means a better future for the girls and boys of the West Kootenay.

Working towards that goal is our bottom-line commitment.