Employment equity, affirmative action and managing diversity: assessing the differences

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Abstract
Affirmative action in the USA, and employment equity in Canada, are policy frameworks that have developed through the use of legislation, regulation and decisions by courts and administrative tribunals, as mechanisms for addressing discrimination in employment. Managing diversity, in contrast, is a voluntary initiative by corporate decision makers, at the level of the firm, in response to the growth of diversity in the workforce and marketplace. Provides a framework for comparing and assessing the three approaches and choosing between them.

Keywords
Assessment, Canada, Employment, Equal opportunities, Policy, USA

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