



## Strengthening Our Team

### Re-engineering Task Force

The CBC/Radio-Canada Re-engineering Task Force, created in December 1999 to examine business and programming practices, has become an ongoing means of achieving efficiencies and improvements. Over the past year, the Task Force completed a number of reviews ranging from increased cross-cultural programming to managing the CBC/Radio-Canada fleet. The Task Force has also become an effective vehicle for developing mid-level managers by teaming them with colleagues from other parts of the Corporation to address pan-Corporate improvement projects. As such, the Task Force is a key part of reinforcing the Corporation's philosophy of continuous improvements.

### Labour Relations

During 2001-2002, CBC/Radio-Canada completed its case before the Canada Industrial Relations Board for the consolidation of its three industrial bargaining units in the English Networks. The case to consolidate four industrial bargaining units in Radio-Canada is still at the hearing stage. If these cases are successful, it will enable the networks to produce programming differently and improve the labour relations instability inherent in the current structure.

### Learning and Development

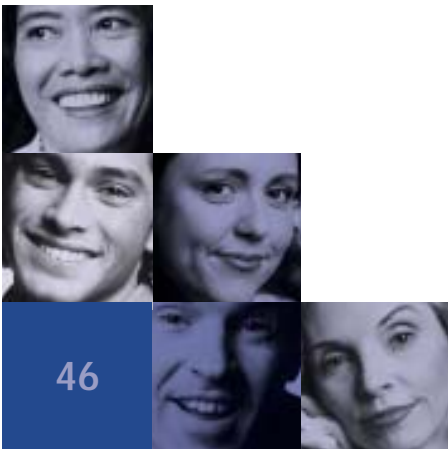
CBC/Radio-Canada has continued to provide leadership training to current and future leaders within the organisation. We have also continued to provide core skills training to employees throughout the organisation and to provide comprehensive organisational development and change management expertise to guide culture change throughout CBC/Radio-Canada.

### Human Resources

Human Resources continued to provide comprehensive services to the organisation. An employee opinion survey was conducted and we are involved in several initiatives to respond to the feedback our employees provided. One of these major initiatives is the implementation of a comprehensive performance management and staff development program for all employees (unionised and management) in the English Networks.

### Employment Equity

CBC/Radio-Canada's Help Fund was renewed and supported another 30 projects to enable designated group members to find jobs or receive on-the-job developmental assignments and internships in production, technical or journalism areas. The partnership with English Radio's *New Voices*, aimed at attracting new and diverse talents,



was renewed for another year. The French Services internship program was maintained and continued to work with the Help Fund to optimise resources.

The Corporation was active in participating, with other Federal enterprises, in the review of the *Employment Equity Act*.

The *CBC Equity Newsletter*, promoting the Corporation's portrayal of designated group members on air, continued to be published three times a year. Though originally meant for employees, it enjoys a wide external readership of interested individuals, groups and institutions.

## Official Languages

CBC/Radio-Canada maintained its commitment to the development and enhancement of linguistic minority communities. French Television created a Regions' Panel made up of concerned citizens from minority communities across the country. Two meetings were held.

CBC/Radio-Canada renewed its commitment to the cultural communities of the country by signing, for a period of five years, a Multipartite Agreement with the Fédération culturelle canadienne-française (FCCF), Canadian Heritage and other federal cultural institutions.

Finally, CBC/Radio-Canada signed an agreement with Canadian Heritage and Telefilm Canada to proceed with two major projects under the IPOLC program (Interdepartmental Program with Official Language Communities), one for French Television to develop independent producers, directors and writers and the other for French Radio to create a Réseau des galas de la Chanson to promote Francophone songs and songwriting across the country and to assist in developing Francophone talent from outside Quebec.

CBC/Radio-Canada Workforce – As of March 31, 2002

