**Equity Outreach Sources to use in the Recruitment Process:**

**Women**

Canadian Research Institute for the Advancement of Women (CRIAW) [www.criaw-icref.ca](http://www.criaw-icref.ca)

Senior Women Academic Administrators of Canada (SWAAC) [www.swaac.ca](http://www.swaac.ca)

Times Change [www.timeschange.org](http://www.timeschange.org)

Rexdale Women’s Centre [www.rexdalewomen.org](http://www.rexdalewomen.org)

Women’s Employment Outreach [www.womensemploymentoutreach.org](http://www.womensemploymentoutreach.org)

Newcomer Women’s Services Toronto [www.newcomerwomen.org](http://www.newcomerwomen.org)

Micro Skills [www.microskills.ca](http://www.microskills.ca)

ACCES Employment [www.accesemployment.ca](http://www.accesemployment.ca)

**Indigenous Peoples**

Amik [www.amik.ca](http://www.amik.ca)

Turtle Island Native Network [www.turtleisland.org](http://www.turtleisland.org)

Aboriginal Human Resource Council [www.aboriginalhr.ca](http://www.aboriginalhr.ca)

Assembly of First Nations Job Board [www.afn.ca/en/employment\_opportunities](http://www.afn.ca/en/employment_opportunities)

Nation Talk [www.nationtalk.ca](http://www.nationtalk.ca)

Metis Employment Services [www.metisemployment.ca](http://www.metisemployment.ca)

The First Perspective (National) [www.firstperspective.ca/](http://www.firstperspective.ca/)

First Nations Drum (National) [www.firstnationsdrum.com](http://www.firstnationsdrum.com)

First Nations Voice (National) [www.firstnationsvoice.com](http://www.firstnationsvoice.com)

Windspeaker (National) [www.ammsa.com/publications/windspeaker](http://www.ammsa.com/publications/windspeaker)

**Visible Minorities**

Hireimmigrants.ca [www.hireimmigrants.ca](http://www.hireimmigrants.ca)

COSTI Immigrant Services [www.costi.org](http://www.costi.org)

Westman Immigrant Services [www.westmanimmigrantservices.ca](http://www.westmanimmigrantservices.ca)

Culture Link [www.culturelink.ca](http://www.culturelink.ca)

ACCES Employment [www.accesemployment.ca](http://www.accesemployment.ca)

North American Association of Asian Professionals (NAAAP) [www.naaap.org](http://www.naaap.org)

World Education Services [www.wes.org](http://www.wes.org)

Centre Francophone de Toronto [www.centrefranco.org](http://www.centrefranco.org)

Saskatoon Open Door Society [www.sods.sk.ca](http://www.sods.sk.ca)

Diversityworking.com [www.diversityworking.com](http://www.diversityworking.com)

**Persons with Disabilities**

Jobs Abilities [www.jobs.abilities.ca](http://www.jobs.abilities.ca)

Abilities Network Jobs [www.glassdoor.ca](http://www.glassdoor.ca)

Society for Manitobans with Disabilities [www.smd.mb.ca](http://www.smd.mb.ca)

Canadian Paraplegic Association (Manitoba) [www.cpamanitoba.ca](http://www.cpamanitoba.ca)

Canadian Association of Professionals with Disabilities [www.canadianprofessionals.org](http://www.canadianprofessionals.org)

Canadian Hearing Society [www.chs.ca](http://www.chs.ca)

Inclusion Network [www.inclusionnetwork.ca](http://www.inclusionnetwork.ca)

Manitoba Government Disability Issues Office marketAbilities program [www.gov.mb.ca/jec/eia/marketAbilties/index.html](http://www.gov.mb.ca/jec/eia/marketAbilties/index.html)