Status of Report – Diversity and Inclusion: Update on Inclusive Hiring Policy

Report Purpose
To provide a status update on the diversity and inclusion initiatives, including the Inclusive Hiring Policy.

Recommendation
THAT an extension from the end of 2018 to the fourth quarter 2019 for the development of an Inclusive Hiring Policy be approved.

Original Due Date: end of 2018

Revised Due Date: fourth quarter of 2019

Council and Committee History

April 10, 2018   Council approved
"THAT Administration:
a. Develop, for Council's consideration by the end of 2019, a broad policy on Diversity and Inclusion in the County, including an outline of the priority initiatives that would be needed to achieve the outcomes under the policy;
b. Undertake internal and external consultation on the proposed Diversity and Inclusion policy;
c. Develop, for Council's consideration by the end of 2018, a broad inclusive hiring policy that will address any gaps in the County's current hiring practices;
d. Undertake internal and external consultation on the proposed inclusive hiring policy; and
e. Include estimated resources in the 2019 budget that would be needed to undertake initiatives to begin implementation of the inclusive hiring policy."

Rationale
Since the motion in April 2018, Intergovernmental Affairs (IA) has undergone significant organizational change. With the addition of a policy analyst in June 2018, IA is regaining momentum on furthering the development of the action plan that supports Strathcona County's membership in CCMARD. The development of the Diversity and Inclusion (D & I) Policy and the Inclusive Hiring Policy are among key deliverables in the CCMARD Project Portfolio and are being worked on by IA and Human Resources.

Development of the Inclusive Hiring Policy is dependent on the development of the D & I Capstone Policy. It would be appropriate to adjust the deadline of the Inclusive Hiring Policy to better align with the D & I Policy. This will reduce the need to re-evaluate and potentially adjust a hiring policy if it is implemented in advance of the D & I Policy. In addition, because the policies are inter-related it is logical for IA and HR to collaborate on the research and analysis phase that will inform both policies.