

Diversity and Inclusion and Inclusive Hiring Policies Update

October 22, 2019

Agenda

Diversity and Inclusion Definitions

Background

What we did – approach

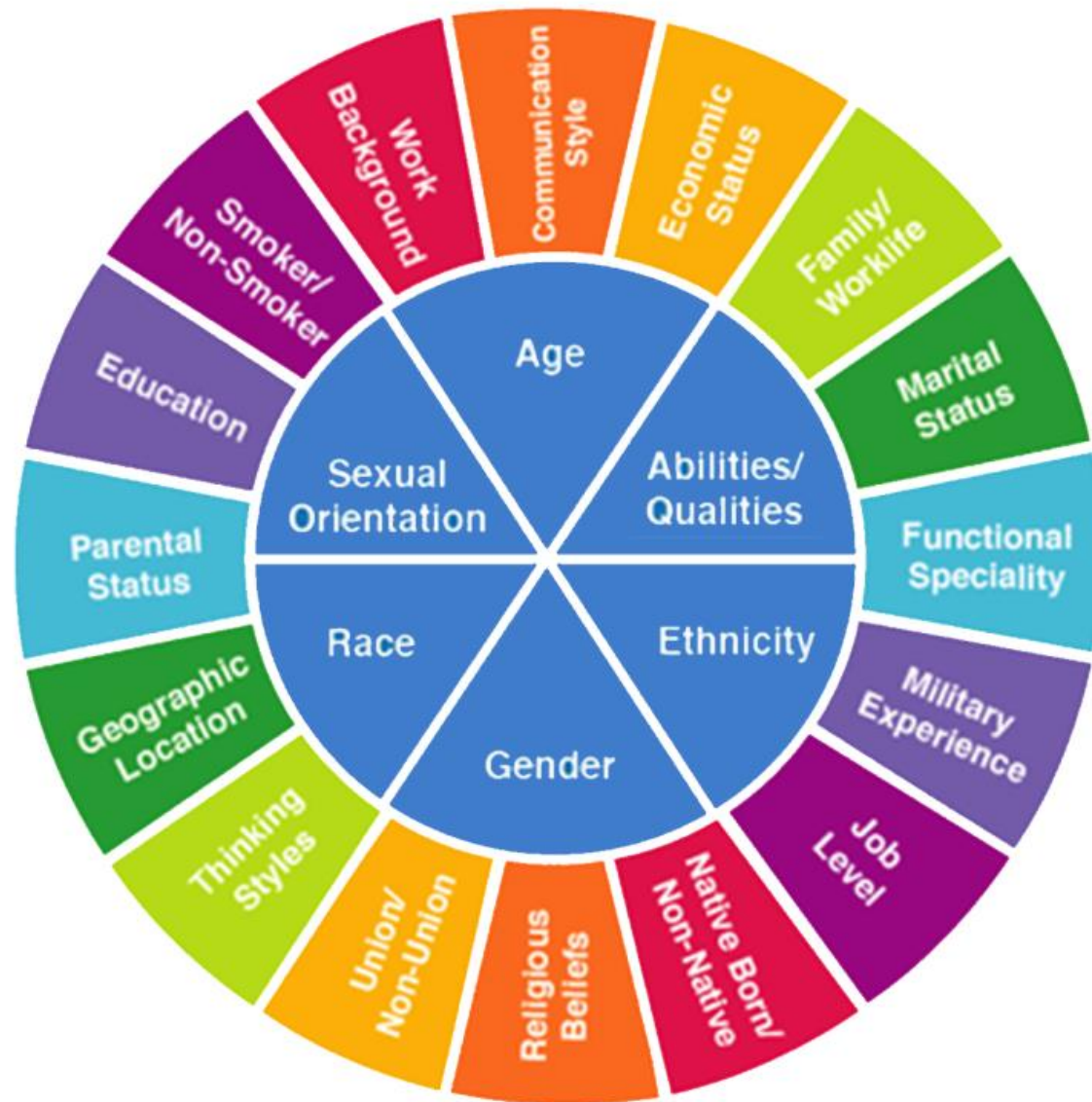
What we heard – key themes

Draft policies

Discussion

Next steps

Diversity



The variety of unique dimensions, qualities, and characteristics possessed by all people.

Inclusion

Creating a culture that embraces, respects, accepts, and values difference.



Background

In 2017, Strathcona County Council voted to join the Coalition of Inclusive Municipalities (CIM) (previously CCMARD)

In 2018, administration provided a report to Council on the potential for Strathcona County to introduce an inclusive hiring program that would enhance employment opportunities for individuals with disabilities.

Prior to the development of a specific program, Council directed administration to develop 2 policies:

- Diversity and Inclusion
- Inclusive Hiring

A cross departmental steering committee and working group were formed to guide and execute the policy development process

What we did

April 10, 2018
**Policy
Direction
from
Council**

2018-2019
**E-Scan &
Research**

November 2018
**People
leader
Discovery
Sessions**

May/June 2019
**Public
Engagement
Sessions**

July/August
2019
**Employee
Discovery
Sessions**

October 2019
**Public
Survey**

Environmental scan

Strathcona County's population has grown and demographics are changing

Inclusion is important to our community. A number of recent public engagements identified inclusion as a theme:

- Social Framework (2016)
- Recreation & Culture Strategy (2019)
- Transit Master Plan (2019)
- Youth Needs Assessment (2019)

Tool kits, resources and information about best practice are available for municipalities to advance inclusion in their communities and workplaces

Public engagement

Five focus group sessions:

- Invitations sent to 60+ organizations that represent and/or advocate for specific groups

Three public engagement sessions

Participants shared their thoughts about:

- what diversity and inclusion means
- proposed policies
- potential barriers in the community

55 participants in total

23 organizations represented

Council advisory committees were also engaged to provide input



Employee engagement

Eight people leader sessions

- Participants shared their experiences with diversity and inclusion, explored what it means to them, and discussed future actions
- 110 attendees

Five employee sessions

- Participants shared their experiences with diversity and inclusion, explored what it means to them, and discussed future actions
- 115 attendees

2019 Employee Engagement Survey

- Included 4 questions on diversity to gauge employee perception

What we heard – key themes



Communication



Partnering



Accessibility



**Inclusive
Employment**



Integration



**Shifting
Perceptions**

What we heard – key themes



Communication

Communication

- More inclusive communication strategies, including increased access to information
- Enhanced communication about inclusive services and programs

Partnering

- Important to form alliances with other municipalities and organizations to remove barriers and aid in service delivery



Partnering

What we heard – key themes

Accessibility

- Inclusion is dependent on ones ability to access services and programs
- Affordable and accessible transportation, public spaces, housing and shelter



Inclusive Employment

- Thorough audit of County employment practices
- Identification and removal of barriers

What we heard – key themes

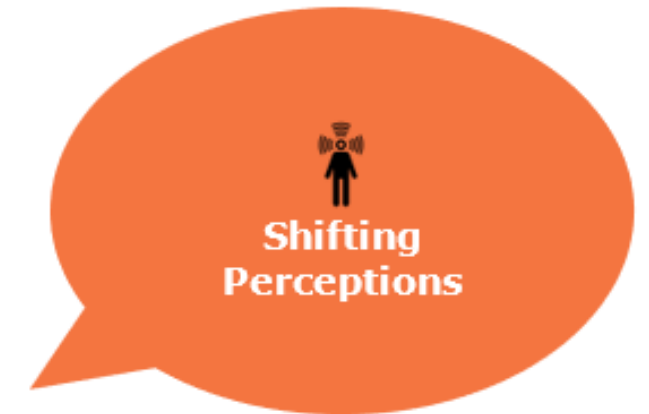


Integration

- Thorough audit is needed to identify and remove siloed service delivery channels

Shifting Perceptions

- The County has a role in challenging perceptions of the community as a homogenous culture
- Important to address stereotypes



Proposed policies

The environmental scan and engagement themes were considered to develop the two draft policies:

- Diversity and Inclusion
- Inclusive Hiring

Draft Diversity and Inclusion Policy

Policy Statement: Strathcona County is committed to effectively serving a diverse community of residents and working towards ensuring they have the opportunity to participate in all aspects of community life.

Purpose: to provide a framework for administration to ensure diversity and inclusion is considered in the development and implementation of initiatives.

5 policy pillars:

- Planning, Policies, and Evaluation
- Service and Program Delivery
- Communication and Engagement
- Community Partnerships
- Workplace Culture

Draft Inclusive Hiring Policy

Policy Statement: Strathcona County is committed to attracting a diverse, engaged and talented workforce through hiring strategies that are competitive, inclusive and provide equitable opportunities for participation.

Purpose: The purpose of this Policy is to provide a framework for administration to develop, implement and maintain hiring strategies that are aligned with the guidelines in this policy.

4 policy pillars:

- Inclusive hiring practices
- Reasonable accommodation
- Meaningful work for meaningful pay
- Community partnerships

Next steps

Diversity and Inclusion

- Determine the priority actions that would be needed to achieve the outcomes under the policy (not currently funded)

Inclusive Hiring

- Determine the initiatives to begin implementation, such as a recruitment audit and continuing staff education (utilizing approved funding)

Discussion

In order to provide administration with direction on how best to proceed, it may be helpful for Priorities Committee to consider the following questions:

1. What initial feedback does Priorities Committee have regarding the proposed policies?
2. Does Priorities Committee have feedback regarding the following proposed options:
 - a. Following the meeting today, policies are revised to consider Priorities Committee feedback and presented to Council in November. An implementation plan is anticipated for Council's consideration in Q1 2020.
 - b. Administration finalizes an implementation plan and revised policies for Council's consideration in Q1 2020.

Thank you

Questions?