Diversity & Inclusion Policies

May 12, 2020

Agenda

- Background
- Diversity & inclusion continuum
- Coalition of Inclusive Municipalities
- Public survey results
- Diversity & Inclusion Policy
- Inclusive Hiring Policy
- Implementation Plan
- Recommended Motion

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Background

- Council directed Administration to develop a Diversity & Inclusion Policy and an Inclusive Hiring Policy.
- Administration reached out to the public, staff, and stakeholders to inform the policies
- Administration developed the policies and presented them to priorities committee at the end of 2019.

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Diversity & inclusion continuum

Invisibility

Diversity and difference are not on the radar, or there is no recognition of the value that inclusion brings to a municipality.

Awareness

There is some effort being made to welcome underrepresented people into the organization.

Intentional Inclusion

The municipality has made an official statement on the importance of diversity and inclusion, and are starting to implement change systemically.

Strategic Inclusion

Long-term, broad reaching strategic measures are being taken to decrease barriers for all groups to fully participate in the organization.

Culture of Inclusion

All layers of identity and difference are considered and supported, and system processes for maintaining inclusion are fully woven into the organization.

Where we are

Where we are going

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Coalition of Inclusive Municipalities (CIM)

- Strathcona County joined CIM in 2017

- Declaration includes 10 common commitments, in 3 areas of responsibility
  - As a guardian of the public interest
  - As an organization in the fulfillment of human rights
  - As a community sharing responsibility for respecting and promoting human rights and diversity

- The policy work has been a direct result of our CIM obligations

- Currently, leadership for CIM rests with Intergovernmental Affairs

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Public survey results

- Purpose: to gauge public perception on diversity within Strathcona County
- Survey open from October 7 – 19, 2019
- 464 responses
- Overall results:
  - Respondents feel that it is very important for people who are in some ways different from the majority (e.g. look, feel and/or think differently) to have equal opportunities to thrive in Strathcona County, but at the same time, considerably fewer are in agreement that this is occurring
  - Agreement that Strathcona County values the differences of individuals is far lower than the emphasis that people place on the importance that this occurs
  - Respondents are clearly undecided as to how diverse they believed Strathcona County is, but majority feel that it is important to be diverse

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Proposed policies

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

- – Diversity and Inclusion
- – Inclusive Hiring

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Draft Diversity & 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

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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.
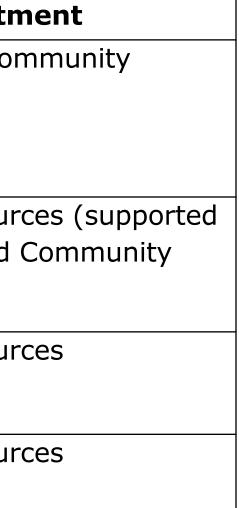
4 policy pillars:
- Inclusive hiring practices
- Reasonable accommodation
- Meaningful work for meaningful pay
- Community partnerships

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Implementation plan

Action	Lead Department
Develop a plan to coordinate a focus on D&I across all departments and develop supporting resources to implement the D&I Policy internally and externally	Family and Community Services
Develop and implement education and awareness resources for staff (e.g., unconscious bias training)	Human Resources (supported by Family and Community Services)
Review the County's recruitment processes and practices	Human Resources
Develop initial recommendation for a hiring program for people with disabilities	Human Resources

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Recommended Motion

- That Council approve:

  - the Diversity & Inclusion Policy
  - the Inclusive Hiring Policy

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