

Diversity and Inclusion

References: *Alberta Human Rights Act* RSA 2000, c. A-25.5

Cross-reference: HUM-001-038 Inclusive Hiring
GOV-002-025 Public Engagement
HUM-001-032 Respectful Workplace

Policy Statement

The 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

The purpose of this Policy is to provide a framework to integrate Diversity and Inclusion values and practices into the County's operations and work to eliminate systemic Barriers.

Definitions

Accessibility – steps taken to minimize physical, systemic, attitudinal, information and communication, technological, and transportation barriers.

Barrier – formal and/or informal policies, practices, and attitudes that inhibit or prevent people from participating in activities or processes they might otherwise be interested in pursuing.

Diversity – the variety of unique dimensions, qualities, and characteristics possessed by all people.

Equity – a condition of inclusive and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

Inclusion – creating a culture that embraces, respects, accepts, and values difference.

County - means the municipal corporation of Strathcona County, a specialized municipality established under the authority of the *Municipal Government Act*, RSA 2000, c M-26 and Order in Council 761/95.

Systemic Discrimination – consists of patterns of behaviour, policies, or practices that are part of the social or administrative structures of an organization, and which create or perpetuate a position of relative disadvantage for certain groups or individuals.

Guidelines

The County values Diversity and strives to identify and eliminate Barriers and Systemic Discrimination that prevent people from participating in community life.

Through the application of the following guidelines, the County will incorporate deliberate and ongoing strategies of Inclusion, with an emphasis on improving Accessibility, removing Barriers to access, and applying an Equity lens to activities undertaken by Strathcona County.

1. **Planning, policies, and evaluation** – Create and implement municipal programs and services that reflect a commitment to Diversity and Inclusion, with measurable and achievable strategic outcomes.
2. **Service and program delivery** – Strive for inclusive, equitable access to municipal services, programs, and facilities while removing Barriers to Accessibility. Reasonable accommodation will be made to municipal programs and services to support participation.
3. **Communication and engagement** – Ensure community residents have an opportunity to participate in decisions that affect them and engage residents in a way that reduces Barriers to participation. Communicate internally and externally in a way that demonstrates, exemplifies, and embodies Inclusion.
4. **Community partnerships** – Develop and maintain positive and respectful internal and external partnerships that contribute to inclusive decision making. Work in collaboration with partners to be part of the community.
5. **Workplace culture** – Model a diverse and inclusive workplace by creating an environment in which people are respected and treated with dignity. Provide appropriate training and resources to staff.

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