

STRATEGIC INITIATIVE AND UPDATE**Diversity and Inclusion Update and Plan****Report Purpose**

To provide Priorities Committee with an update on the Diversity and Inclusion initiative.

Our Prioritized Strategic Goals

Goal 1 - Build strong communities to support the diverse needs of residents

Goal 6 - Provide facilities and services that are available and accessible to residents

Goal 8 - Foster an environment for safe communities

Report***Project Background***

In 2020, Council approved the Diversity and Inclusion policy [GOV-002-040] and the Inclusive Hiring Policy [HUM-001-038]. In July 2020, a Senior Policy Advisor, Diversity and Inclusion position was established in the Family & Community Services (FCS) department to support implementation of the Diversity and Inclusion policy and provide corporate expertise to the organization. Implementation for the Inclusive Hiring Policy is led by Human Resources, in partnership with FCS. Intergovernmental Affairs is leading Indigenous People's Relationship work.

Project Status

- A project plan has been developed to integrate diversity and inclusion values and practices and create a culture of inclusivity within the County and community.
- The project plan outlines a three-phased approach. Phase I and II are internally focused and phase III is community focused.
- The following key implementation actions are currently underway within the organization:
 - The Chief Commissioner is confirmed as the executive sponsor. The executive sponsor's role is to champion and advocate diversity and inclusion through various platforms.
 - An internal Diversity and Inclusion Advisory Committee (DIAC) has been established. The DIAC is a cross-departmental committee focused on identifying priorities, implementing strategies and acting as change champions in support of advancing initiatives across the organization.
 - Input from leadership and staff is being collected through a series of strategic conversations. The purpose of the conversations is to discuss key initiatives that will contribute to successful implementation of the diversity and inclusion lens in Strathcona County.
 - While the work has begun with a focus on staff and the internal culture, work with county partners is also underway. Some examples include projects and engagements with Masjid in the Park, the Strathcona County Diversity Committee, engaging with Council appointed Committees and responding to resident concerns as they arise.

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- Next steps include working with the DIAC on identifying and implementing priorities such as staff training, awareness campaigns and strategic conversations. A review of the County's recruitment processes and practices is slated for 2022. Phase III is community focused engagement and in alignment with the Community Safety and Wellbeing strategy targeted for 2022.

Council and Committee History

May 12, 2020	Council approved "THAT Policy GOV-002-040 Diversity and Inclusion, as set out in enclosure 2 to the May 12, 2020 Intergovernmental Affairs report, be approved." And "THAT Policy HUM-001-038 Inclusive Hiring, as set out in enclosure 3 to the May 12, 2020 Intergovernmental Affairs report, be approved."
October 22, 2019	An engagement update and draft policies were presented to Priorities Committee
April 10, 2018	<p>Council motion passed to create D&I and Inclusive Hiring Policies</p> <p>Council approved "THAT Administration:</p> <ul style="list-style-type: none"> 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 [extension to 2019 was approved by Council on November 27, 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."
March 27, 2018	<p>Administration responded to Council's request to look into what it would take to implement an inclusive hiring program</p> <p>Council approved "THAT the March 27, 2018 Inclusive Hiring Report be postponed to the April 10, 2018 Council meeting, to allow Administration to bring forward an alternative recommendation on development of an inclusive hiring policy."</p>
September 12, 2017	Council approved "THAT Administration prepare, for Council's consideration, an Action Plan to be submitted to CCMARD*, based upon the Recommended Action Steps, set out in the September 12, 2017 report, titled Canadian Coalition of Municipalities against Racism and Discrimination."
July 4, 2017	Council approved "THAT administration provide a report to Council, by the end of the first quarter of 2018, on the potential for Strathcona County to introduce an inclusive hiring program that

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would enhance employment opportunities for individuals with disabilities, and that the report include a plan for consultation with key stakeholders and other municipalities that have undertaken similar programs.”

April 25, 2017 Strathcona County joined CCMARD (now called CIM – Coalition of Inclusive Municipalities)

Other Impacts

Policy: GOV-002-040 Diversity and Inclusion; HUM-001-038 Inclusive Hiring

Legislative/Legal: n/a

Interdepartmental: Family and Community Services, Human Resources and Intergovernmental Affairs

Master Plan/Framework: Strathcona County Social Framework

Enclosure(s)

1 Diversity and Inclusion Update and Plan Presentation