Diversity and Inclusion

Update and Plan

Priorities Committee Meeting - September 7, 2021





Strathcona County Policy History

Coalition of Inclusive Municipalities
April 2017



Council direction
April 10, 2018

Engagements

November 2018 to October 2019



Diversity and Inclusion & Inclusive Hiring Policy approved

May 12, 2020



Diversity & Inclusion (D&I) Policy

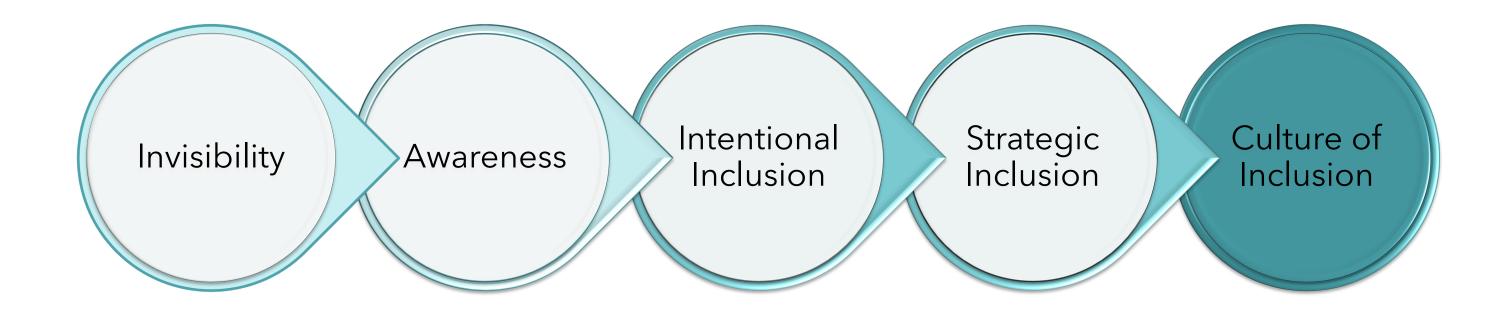
Purpose statement

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





The D&I Continuum





Project Approach and Timeline

Phase I

Strategy Development

December 2020 - March 2021



Phase II

Internal County Implementation

April 2021 - December 2023



Phase III

External
Community
Strategy &
Implementation

2022 - 2023

Engage, Build relationships & Collaborate





Phase I

- Project plan
- Internal resources
- Advisory committee



Phase II

- Advisory committee & staff engagement
- Staff awareness and education
- Web series



Phase III

- Community partnerships and collaboration







Internal Examples







Phase II

- Advisory committee and staff engagements
- Internal awareness and education

Phase III

- Community engagements
- External awareness and education



Questions?

