



Hamilton

Human Rights, Diversity and
Inclusion Strategic Plan

Vision

To be the best place to raise a child and age successfully.



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Mission

To provide high quality, cost conscious public services that contribute to a healthy, safe and prosperous community in a sustainable manner.



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Principles

To ensure all aspects of our City are built on the principles of Human Rights, Diversity and Inclusion.

To create, foster, support and, ultimately, sustain a City culture whereby all people feel a strong sense of inclusion, empowerment, and opportunity for development and growth.



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Links to City Strategic Plan

The Human Rights, Diversity and Inclusion Plan is linked to the City of Hamilton's Strategic Plan as follows:

- Community Engagement and Participation
- Economic Prosperity and Growth
- Healthy and Safe Communities
- Built Environment and Infrastructure
- Culture and Diversity
- Our People and Performance



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Links to City Strategic Plan

Community Engagement and Participation:

Through active involvement in and consultation with our Volunteer Advisory Committees and various Community Partnerships, we strive to ensure we represent the interests and values of those we serve in an inclusive and respectful manner.



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Links to City Strategic Plan

Economic Prosperity and Growth:

A diverse and inclusive culture is essential for attracting and retaining the best ideas and talent which are key ingredients for future success in delivering cost effective and efficient services to our community. Quite simply, Diversity and Inclusion are essential “must haves” to achieve our objectives.



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Links to City Strategic Plan

Built Environment and Infrastructure:

Ensuring equitable access for all is fundamental in achieving a diverse and inclusive workplace and community. This will ensure our employees, citizens and visitors have equitable access to safe and supportive environments in which to live, work, and play through our policies, commitments, services, and facilities.

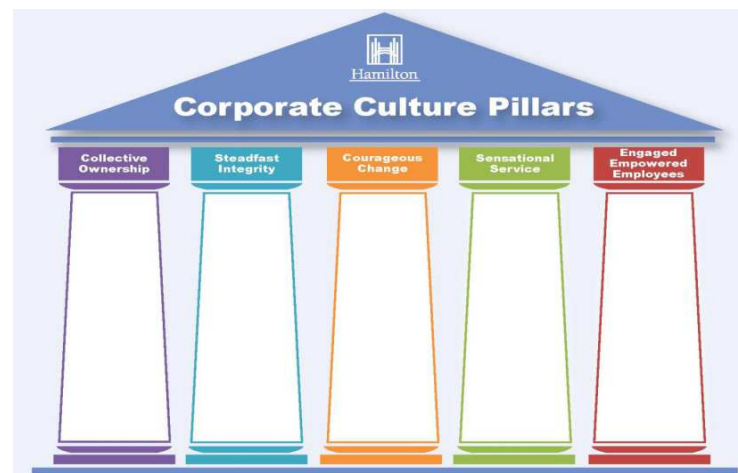


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Links to City Strategic Plan

Culture and Diversity:

Our Human Rights, Diversity and Inclusion Strategic Plan is intrinsically linked to the City of Hamilton's Corporate Culture Pillars. All pillars are essential for a truly sustainable diverse and inclusive City.



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Links to City Strategic Plan

Our People and Performance:

Attracting, selecting and retaining the best talent is essential for our success. We will strive to be the employer of choice for the region and share our learnings with others. Our citizens will trust in our commitment to create and sustain a City culture built on Diversity and Inclusion.



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Links to City Strategic Plan

Healthy and Safe Communities:

An environment where all feel welcomed and safe is critical for both our workplace and our municipal facilities. Creating a safe space for work and play where everyone belongs.



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Priorities

For 2017, the Human Rights, Diversity and Inclusion team's priorities are:

- Legislative and Policy Compliance
- Education
- Workplace Diversity
- Workplace Inclusion
- Database and Metric Tracking



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Legislative and Policy Compliance

To ensure the City of Hamilton meets its requirements for Legislative and Policy Compliance with respect to:

- Ontario Human Rights Code
- Accessibility for Ontarians with Disabilities Act (AODA)
- Harassment and Discrimination Prevention Policy
- Personal Harassment Prevention Policy
- Equity and Inclusion Policy
- Racial Equity Policy



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Workplace Diversity

To ensure recruitment, selection and professional development processes are consistent and equitable so that:

- Our employees reflect the diverse composition of the communities we serve
- Our employees feel empowered to add value in a meaningful manner



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Workplace Inclusion

To work in partnership with various stakeholders to determine future plans for improving Inclusion Awareness in the Workplace. Specifically:

- Work in conjunction with City Leaders, City Council, and Community partners to improve awareness of the importance of Diversity and Inclusion within the workplace
- Work alongside the Neighbourhood and Community Initiatives team on such projects as the Hamilton Urban Indigenous Strategy and Hamilton Immigration Partnership Council
- Partner with employee groups such as Hamilton Young Professionals to improve awareness within the front line of the organization



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Database and Metric Tracking

To establish a formal database for tracking information on Human Rights and AODA issues so that:

- Accurate records are maintained in a confidential manner
- Data compilation will allow for trend analysis
- Information can be used to develop proactive and focussed training and skill development



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Goals

For 2017, the Human Rights, Diversity and Inclusion team's goals are:

- “Re-brand” the former Human Rights, Access & Equity group as a new Human Rights, Diversity and Inclusion Office. Site presentations to be developed and delivered to all key client group leadership by end of Q3 2017. Roadshow to include presentation of Human Rights, Diversity & Inclusion Strategic Plan.
- Ensure compliance with legislated reporting requirements for AODA, including year end report.
- Creation and utilization of Electronic Database for Human Rights and AODA issues by end of Q4 2017.



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Goals

For 2017, the Human Rights, Diversity and Inclusion team's goals are:

- Develop training plan on mandatory training (ISWY and AODA Customer Service) and deliver required sessions to improve completion ratings by 10% by 2017 YE Year Over Year.
- Review of Volunteer Advisory Committee Staff Liaison roles and responsibilities in Q3 2017 in an effort to identify efficiencies to be implemented in Q1 2018.
- Process review of complaint procedures to be completed by end of Q3 2017 to ensure timely and effective resolutions are provided and documented.
- Process review of recruitment and selection processes to ensure fair and equitable practices are implemented by YE 2017.



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