



Hamilton

Diversity and Inclusion

Strategic Plan

June 2018

# 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 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.

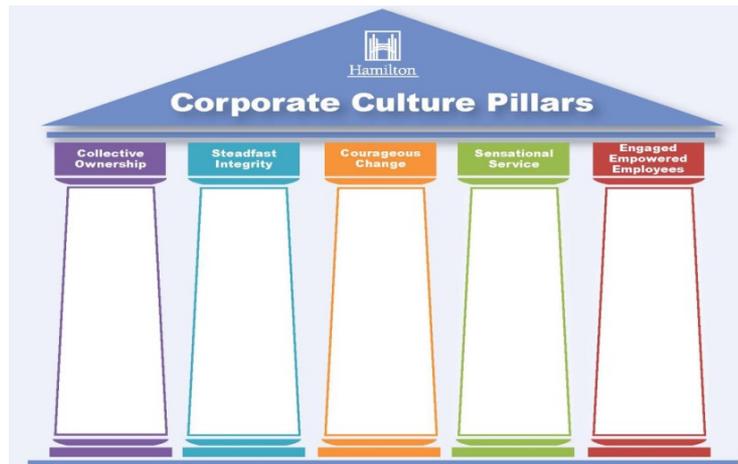


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# Links to City Strategic Plan

## Culture and Diversity:

Our 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

The Diversity and Inclusion team's priorities are:

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



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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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# Voluntary Demographics

- Demographic data collection at the point of application that will be linked to candidate profile
- Information will flow through process from point of application to hire to promotion to retire
- Able to identify trends and opportunities as well as possible systemic barriers in the process



# Employment Equity

- Initial data collection will reflect Employment Equity designated groups:
  - Aboriginal Peoples
  - Members of Visible Minorities
  - Persons with disabilities
  - Women
- Secondary phase of data collection will include information on gender identity and sexual orientation



# 2017 OPS Census Data

Group	City of Hamilton Respondents	Hamilton Census Subdivision *
Aboriginal	2.7%	1.5%
GLBTQ	3.7%	1.5%*
Visible Minority	7.6%	13.6%
Landed Immigrant	15.5%	26.4%
Persons with Disabilities	5.3%	4.8%*

\* Denotes provincial-level external data where city-level data is not available



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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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# 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



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# Anti-Racism Resource Centre

- Idea conceived by the Committee Against Racism dating back to 2006
- Council approved funding in 2015
- Joint effort between City of Hamilton, McMaster University, and Hamilton Centre for Civic Inclusion
- 3 Year Pilot Project
- Official Launch on April 4, 2018



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# Transgender Protocol

- Protocol approved by Council in March 2017
- Resulted from HRTTO Application
- Partnered with Egale Canada Human Rights Trust to develop protocol and training program
- Community Consultations held April 17 and May 1, 2018
- Senior Leadership Team received training on May 24, 2018
- EMT received training on June 1, 2018

