



DIVERSITY AND INCLUSION STRATEGIC PLAN UPDATE

July 11, 2019

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.

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

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.

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.

LINKS TO CITY STRATEGIC PLAN

Built Environment and Infrastructure:

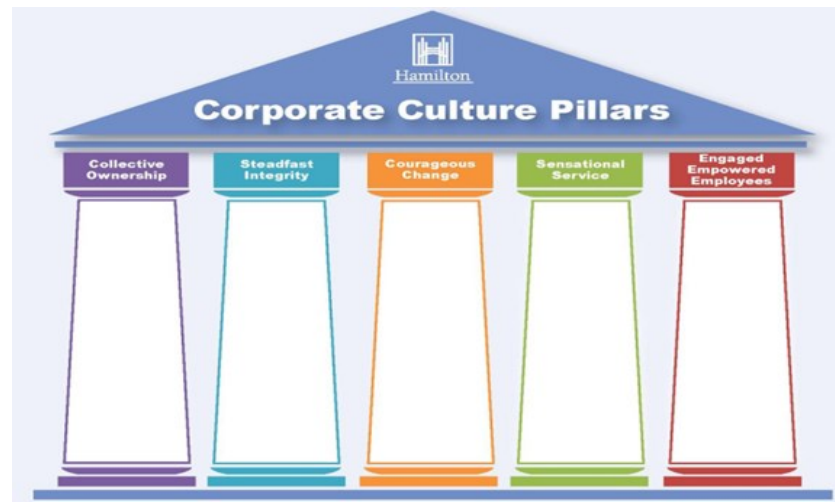
Ensuring equitable access for all is fundamental in achieving a diverse and inclusive workplace and community.

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.

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.



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. Our engaged employees will “Be the Reason” the City of Hamilton is the best place to raise a child and age successfully.

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.

2018 KEY ACCOMPLISHMENTS

During 2018, the Diversity and Inclusion team focussed on five key projects:

- Hamilton Anti-Racism Resource Centre (HARRC)
- Improving Diversity in the Recruitment for Volunteer Advisory Committees, Agencies and Boards
- Voluntary Demographic Data Collection
- Development and Implementation of Trans Protocol Training
- Development and Implementation of Use of Indigenous Medicines Policy and Procedure

Training continues to be a key component of the Diversity and Inclusion team's efforts. In 2018, the team delivered nearly 100 training sessions for 2304 employees.

Course content included legislated and mandatory training for a wide variety of employees.

2019 KEY INITIATIVES

- Hamilton Anti-Racism Resource Centre
- Trans Protocol Training
- Voluntary Demographic Data Collection and Analysis
- Equity, Diversity, and Inclusion Framework

2019 KEY INITIATIVES

- HARRC Community Engagement and Follow Up:
 - **Phase One** – Focus group discussions
 - May 2019 Completed
 - **Phase Two** – Events and Festivals/Online Survey
 - June to August - Ongoing
 - **Phase Three** – Community Stakeholder Workshop
 - Q3 2019
 - **Phase Four** - Recommendation Report
 - Q4 2019
 - **Phase Five** – Reopening of Centre
 - Q1 2020

COMMUNITY ENGAGEMENT

- Insert pictures from events on Monday

2019 KEY INITIATIVES

Trans Protocol Training:

- Hiring of one full time and two part time Diversity and Inclusion Facilitators
- Launch of “early adopters” training with support of SLT
- Roll out of organization wide training sessions

2019 KEY INITIATIVES

- Voluntary Demographic Data Collection for Employees and Applicants:
 - **Phase One** – Applicant data collection
 - Began February 2019 – Ongoing
 - **Phase Two** – Survey of all current employees in accordance with Employment Equity
 - Q3/Q4 2019
 - **Phase Three** – Data Analysis
 - Q4 2019

2019 KEY INITIATIVES

- Equity, Diversity, and Inclusion Framework:
 - **Phase One** – Data collection and organizational assessment
 - Began March 2019 – Ongoing
 - **Phase Two** – Recommendation report on implementation strategy
 - Q3 2019
 - **Phase Three** – Community Engagement and EDI Summit
 - TBD

Thank You