

CITY OF HAMILTON

MOTION

Council: April 13, 2022

MOVED BY COUNCILLOR N. NANN.....

SECONDED BY MAYOR / COUNCILLOR

Amendment to Item 2 of the General Issues Committee Report 19-017, respecting Report HUR19019 - Equity, Diversity and Inclusion Framework

That Item 2 of the General Issues Committee Report 19-017, respecting Report HUR19019 - Equity, Diversity and Inclusion Framework, which was approved by Council at its meeting of September 25, 2019, *be amended* by deleting sub-section (i) in its entirety, to read as follows:

- 2. Equity, Diversity and Inclusion Framework (HUR19019) (City Wide) (Item 10.2)**
 - (a) That the City Manager to be identified as the Equity, Diversity and Inclusion Champion for the City of Hamilton;
 - (b) That Human Resources staff be directed to develop and implement an Equity, Diversity and Inclusion Steering Committee comprised of representatives from all departments and across all levels of the organization, who will be responsible to:
 - (i) Confirm appropriate definitions to guide Equity, Diversity and Inclusion (EDI) work;
 - (ii) Identify appropriate framework for EDI lens for the City of Hamilton;
 - (iii) Establish Standards of Practice;
 - (iv) Review and revise the draft Equity, Diversity, and Inclusion Handbook to be consistent and in alignment with the framework;
 - (v) Complete an updated internal environmental scan on annual basis;

- (vi) Identify key initiatives and project priorities and develop appropriate workplans and milestones for such; and,
 - (vii) Engage in appropriate internal and external consultations on above;
-
- (c) That Human Resources staff be directed to source, through a competitive procurement process, suitable training from an external provider of Equity, Diversity and Inclusion training, relating to such elements including, but not limited, to anti-racism, anti-oppression, unconscious bias, and inclusionary best practices;
 - (d) That Human Resources staff be directed to establish a schedule for the above mandatory training to be delivered to Council members, the Senior Leadership Team, all Supervisor and above employees, and Union Executive Leadership in 2020;
 - (e) That Human Resources staff be directed to source options for systems/process enhancements to support Equity, Diversity and Inclusion metric dashboard requirements;
 - (f) That an amount not to exceed \$100,000, to be funded from Tax Stabilization Reserve Account #110046, to facilitate the Equity, Diversity and Inclusion 2020 training and community engagement components, be approved;
 - (g) That staff be directed to report back to the General Issues Committee by June 17, 2020 with a status update respecting the implementation of the Equity, Diversity and Inclusion process; and,
 - (h) That the matter respecting the Equity, Diversity and Inclusion Framework be considered complete and removed from the General Issues Committee's outstanding business list.
 - ~~(i) ***That an Equity, Diversity and Inclusion Sub-committee, comprised of members of Council, to work in collaboration with the Equity, Diversity and Inclusion Steering (EDI) Committee and staff be established to develop the EDI framework.***~~