

# CITY OF HAMILTON

## MOTION

Advisory Committee for Persons  
with Disabilities: June 13, 2023

**MOVED BY M. MCNEIL.....**

**SECONDED BY.....**

### **Inclusion of Inclusion, Diversity, Equity and Accessibility (IDEA) within Staff Reports**

WHEREAS, Council considered Report HUR19019(c), respecting an Equity, Diversity and Inclusion Framework Update on December 7, 2022, which updated the Equity, Diversity and Inclusion (EDI) Strategic Plan from EDI branding to Inclusion, Diversity, Equity and Accessibility (IDEA) branding;

WHEREAS, the incorporation of ‘Accessibility’ into the strategic document reinforces the importance of accessibility across the organization;

WHEREAS, since Council approval, staff has laudably embedded the principles of IDEA in their internal processes;

WHEREAS, the IDEA Strategic Plan was shared at the Advisory Committee for Persons with Disabilities at its October 11, 2022 meeting;

WHEREAS, the City's IDEA Strategic Plan's Priorities include Legislative and Policy Compliance; and

WHEREAS, the Advisory Committee for Persons with Disabilities believes that it is very important that Council, in order to carry on its provincially empowered responsibilities, be presented with complete information in all reports introduced to Council by staff and that all reports include consideration of IDEA.

THEREFORE, BE IT RESOLVED:

That the Advisory Committee for Persons with Disabilities recommends that staff be directed to report back to the Governance Review Sub-Committee on implementing the following requirements within all reports to Committee or Council:

- (i) the inclusion of a new category, identified as 'IDEA (Inclusion, Diversity, Equity and Accessibility);
- (ii) the requirement for staff to conduct and report on the two-way consultation and recommendations from the consultation regarding IDEA (Inclusion, Diversity, Equity and Accessibility) with the respective Advisory

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Committee(s), under 'RELEVANT CONSULTATION';  
and

- (iii) a provision within the report, which states that in the event consultation and the inclusion of IDEA (Inclusion, Diversity, Equity and Accessibility) do not reflect the two-way consultation and recommendations within the report, the report be considered as an incomplete report and referred back to staff for completion.