



Town of Newmarket
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Diversity and Inclusion Charter Staff Report

Report Number: 2019-19

Department(s): Human Resources

Author(s): Jennifer Rose, Healthy Workplace Program Specialist

Meeting Date: February 25, 2019

Recommendations

1. That the report entitled Diversity and Inclusion Charter dated February 25, 2019 be received; and,
2. That Council endorse the draft Inclusion Charter for York Region attached as **Attachment 1**; and,
3. That Staff be authorized and directed to do all things necessary to give effect to this resolution.

Purpose

This report serves to provide Council with proposed language for the Town of Newmarket section within the Inclusion Charter for York Region, and request endorsement of the Charter.

Background

York Region is one of the fastest growing and most diverse communities in Canada. As of the 2016 Census, 1.2 million people called York Region home, representing all ages, backgrounds and interests.

Inclusion Charter for York Region:

A Municipal Diversity and Inclusion Group (MDIG) has been established and is comprised of staff from 20 member organizations who share a common commitment to welcoming and inclusive communities. The participating organizations include: York

Regional Police, York Region District School Board, York Catholic District School Board, Mackenzie Health, Southlake Regional Health Centre, Markham Stouffville Hospital, United Way of Toronto and York Region, both the Lake Simcoe and Toronto and Region Conservation Authorities, York Region Children's Aid Society, York Region and the 9 municipalities in York Region.

The Charter is the result of three rounds of community consultations and discussions with individuals, organizations, boards, councils and groups. The members of MDIG have met and finalized the Inclusion Charter for York Region, and to date, 15 of the 20 participating organizations have finalized and endorsed their Charter.

The Inclusion Charter for York Region has gained international recognition by the United Nations Institute for Training and Research (UNITAR) and International Training Centres for Authorities and Leaders (CIFAL Atlanta) (CIFAL Atlanta is the North American hub of UNITAR). They recognize the Inclusion Charter as a leading practice model that communities around the world could use to become more inclusive.

Diversity and Inclusion Program at the Town of Newmarket

Human Resources in collaboration with senior staff have developed a Diversity and Inclusion framework for staff which aligns with corporate strategic priorities and supports the Talent Management Strategy within the Organization Ready 2020 initiative. The Town's Diversity and Inclusion framework also aligns with the values and principles of the Inclusion Charter for York Region.

A Diversity and Inclusion Working Group (DIWG) has been formed to create, implement, and review a formal program as well as develop a Diversity and Inclusion Plan for the Town. This Group is comprised of staff from all levels of the organization.

One of the main objectives of the Diversity and Inclusion Program is initially to enhance staff knowledge on the concept of diversity and inclusion which will position us well in the face of the Corporation's changing workforce demographics. Staff will have the tools and resources to recognize and embrace each other's differences in culture, faith, gender, sexual identity/orientation, accessibility, family status, ethnicity, work status, personality, education, age, etc.

The Town's Operational Leadership Team provided their support and endorsement of the Charter language on January 30, 2019.

Discussion

The Newmarket section of the Charter (the last paragraph in **Attachment 1**) was developed to be a clear and concise message that communicates three main items that can be related to internal staff as well as external citizens.

- 1) What the Town's commitment is: We are committed to nurturing and embracing diversity in creating and environment for extraordinary customer service.

This statement reflects an internal work environment that is safe and inclusive for staff so they can provide services and programs to the public that are inclusive for all citizens.

- 2) How we will achieve it: The Town promotes equity, accessibility, and inclusion through our thoughts and actions in support of our growing community.

Internally this relates to how we think and act on a daily basis toward each other as colleagues, how we develop policies and programs, or how we recruit new employees. Externally this may include items such as a variety of programs offered that are welcoming to the diverse range of Newmarket citizens.

- 3) What the goal is: This Charter positions us to build our community together by inspiring personal, social, and economic development aligned with our core values.

The intent is that if we can build an inclusive community together, we can increase personal satisfaction, social interaction, and economic development within the Town of Newmarket.

Conclusion

Staff is seeking Council's endorsement of the Inclusion Charter for York Region inclusive of the Town of Newmarket section. Once endorsed, the Town of Newmarket version of the Charter is recommended to be posted on our website with a link to [York Region's Diversity and Inclusion webpage](#).

Next Steps:

Upon approval of the Charter, staff will engage in promoting it through a variety of mechanisms, such as at special events, open houses, and through social media.

Business Plan and Strategic Plan Linkages

Well-balanced, Well-equipped and managed, Well-planned and connected, and Well-respected.

Consultation

The Town of Newmarket section of the Inclusion Charter for York Region was developed by the Diversity and Inclusion Working Group. The DIWG is comprised of a cross section of Town employees.

Human Resource Considerations

Not applicable.

Budget Impact

There may be potential costs associated with initiatives developed by the Diversity and Inclusion Working Group as the framework continues to evolve.

Attachments

Attachment 1 - Inclusion Charter for York Region

Approval

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Contact

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