

September 8, 2014

CORPORATE SERVICES REPORT - LEGISLATIVE SERVICES 2014-05

TO: Committee of the Whole

SUBJECT: Canadian Coalition of Municipalities Against Racism and Discrimination (CCMARD) Action Plan

ORIGIN: Lisa Lyons, Deputy Clerk

RECOMMENDATIONS

THAT Corporate Services Report – Legislative Services 2014-05 dated September 8th, 2014 regarding “Canadian Coalition of Municipalities Against Racism and Discrimination Action Plan” be received and the following recommendations be adopted:

- 1) THAT Council endorse the Town of Newmarket CCMARD (Canadian Coalition of Municipalities Against Racism and Discrimination) Action Plan (attached as Appendix A),**
- 2) AND THAT staff forward the endorsed CCMARD Action Plan to the Canadian Commission for UNESCO in support of the Ten Common Commitments.**

COMMENTS

Purpose

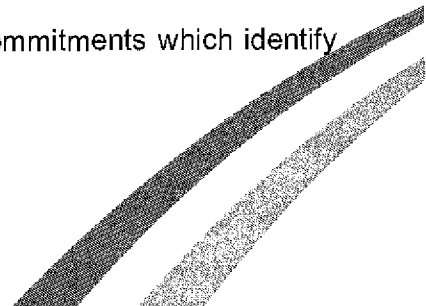
The purpose of this report is to seek Council endorsement of the CCMARD Action Plan for submission to the Canadian Commission for the United Nations Education, Scientific and Cultural Organization (CC UNESCO). The Town is obligated to provide an Action Plan to the Canadian Commission for UNESCO as a member of the CCMARD.

The Action Plan is a document administered by staff and approved by Council. It is comprised of existing policies and initiatives in support of the Ten Common Commitments of the CCMARD, both completed and planned.

Background

CCMARD is a program of the Canadian Commission for UNESCO which aims to address racism and other forms of discrimination at the local level by building a network of supportive municipalities, sharing best practices and strengthening policies to counter discrimination and encourage social inclusion.

The core of the CCMARD initiative is the endorsement of the Ten Common Commitments which identify the broad objectives and activities, where applicable, including:



1. Increase vigilance against systemic and individual racism and discrimination.
2. Monitor racism and discrimination in the community more broadly as well as municipal actions taken to address racism and discrimination.
3. Inform and support individuals who experience racism and discrimination.
4. Support policing services in their efforts to be exemplary institutions in combatting racism and discrimination.
5. Provide equal opportunities as a municipal employer, service provider and contractor.
6. Support measures to promote equity in the labour market.
7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.
8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making.
9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and in other forms of learning.
10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

Council endorsed the Ten Common Commitments on April 8th, 2012, and directed staff to report to the Committee of the Whole with a Action Plan in support of the Ten Common Commitments, following input from the Inclusivity Advisory Committee.

Action Plan in Support of the Ten Common Commitments

The Action Plan is intended to be a record of initiatives at the Town which are in support of the Ten Common Commitments.

CC UNESCO recommends the following steps be taken to develop an Action Plan in support of the Ten Common Commitments:

1. Develop an inventory of current practices, policies and initiatives in support of the Ten Commitments, with input from appropriate stakeholders.
2. Identify strengths, weaknesses and gaps.
3. Develop and seek input on a draft Action Plan from the appropriate stakeholders such as the Inclusivity Advisory Committee. No specific Action Plan format or content is prescribed by CC UNESCO.
4. Seek council endorsement of the Action plan and submit the Action Plan to CC UNESCO.
5. Implement actions and report on progress to CC UNESCO.

The Acton Plan implementation process is presently at step number four (4).

BUSINESS PLAN AND STRATEGIC PLAN LINKAGES

CCMARD Membership is an opportunity to support the Town's strategic direction of a Well-Balanced Community by striving for cultural harmony and ethnic diversity.

CONSULTATION

The Inclusivity Advisory Committee (IAC) was consulted throughout the development of the CCMARD Action Plan. Staff across the organization, including the Operational Leadership Team, were consulted for information purposes.

HUMAN RESOURCE CONSIDERATIONS

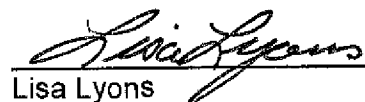
There are no human resources considerations related to this report.

BUDGET IMPACT

There are no budget impacts related to this report.

CONTACT

For more information on this report, please contact Lisa Lyons, Deputy Clerk at llyons@newmarket.ca or at 905 953-5300, ext. 2203.



Lisa Lyons
Deputy Clerk, Legislative Services



Andrew Brouwer
Director of Legislative Services



Anita Moore
Commissioner of Corporate Services

CCMARD ACTION PLAN



Canadian Coalition of Municipalities Against Racism and Discrimination

Newmarket

1. Vigilance against systemic and individual racism and discrimination.

Existing policies	Related actions, completed and planned
<ul style="list-style-type: none"> The Core Corporate Values of the Town of Newmarket align with the CCMARD commitments. These values, which consist of Accountability, Accessibility, Respect and Integrity, are threaded into all Town policies. The Town's Strategic Plan provides a policy framework which values inclusivity, celebrates multiculturalism and a strong community spirit. The Employee Code of Conduct policy directs employees to conduct themselves with honesty, integrity, diligence and political neutrality. 	<ul style="list-style-type: none"> Newmarket is a member of the York Region Community Partnership Council (CPC). The CPC is comprised of community leaders across all sectors and its objective is to support the overall well-being of newcomers in an inclusive and welcoming community. All Town reports and corporate policies include a section that outlines the link between the report/policy and the Strategic Plan. This ensures that all Town policies are considered within the framework of the Core Corporate Values. The Town has a Council Code of Conduct, which establishes standards for appropriate conduct for Members of Council, in addition to existing in provincial and federal legislation.

2. Monitor racism in the community and municipal actions taken to address racism and discrimination.

Existing policies	Related actions, completed and planned
<ul style="list-style-type: none"> • In compliance with the Integrated Accessibility Standards Regulation (IASR), the Town has developed a Multi-year Accessibility Plan 2013-2017. This Accessibility Plan outlines an implementation plan for initiatives to increase accessibility at the Town. The implementation strategy outlined in this plan identifies both short and long-term accessibility initiatives that are related to the five core standards of: customer service, information and communication, transportation, employment and design of public spaces. The progress of the Plan is reviewed and reported on annually. • The Accessibility Advisory Committee has a mandate to facilitate accessibility for all persons in the Town of Newmarket. The Committee advises Council about accessibility and educates the public for increased sensitivity towards those with different needs. 	<ul style="list-style-type: none"> • Recent activities of the Accessibility Advisory Committee include: <ul style="list-style-type: none"> ○ Worked with staff to develop a new standard for construction of sidewalks adopted by the Town of Newmarket making travelling smoother and safer (removing troweling around expansion joints) ○ Worked with staff to provide improved accessibility at Southlake Village from the parking area by additional installation of sidewalks and curb cuts on the north wall. ○ Developed signage to remind people to leave accessible washrooms and stalls available for persons who require space. ○ Provided advice to make safer pedestrian crossing at certain traffic intersections in Newmarket by making traffic signal times longer ○ Provided advice for additional accessible parking spaces to be incorporated in downtown Newmarket ○ Provided advice regarding an accessible computer work stations installed at Newmarket Public Library. ○ Reviewed and provided advice on site plans for various construction projects (e.g. Old Town Hall redevelopment project) to ensure accessibility features and standards are met ○ Provided advice on the Town of Newmarket's annual Accessibility Plan ○ Provided advice and reviewed results concerning an Accessible Taxi Service Survey to determine the use of on-demand accessible taxis by persons with disabilities ○ Organized and participated in community celebration events held annually during National Access Awareness Week

	<ul style="list-style-type: none"> ○ Consulted with staff on the development of Town of Newmarket website ○ Reviewed and provided advice on the Town of Newmarket Integrated Accessibility Standard Regulation (IARS) Policy ○ Provided ongoing public awareness of accessibility ○ Assisting the Legislative Services Department in conducting Accessibility Audits of Town facilities designated as voting locations for the 2014 municipal election.
<ul style="list-style-type: none"> ● The Inclusivity Advisory Committee advises the Council of the Town of Newmarket on how to create an inclusive community. The Committee reviews current policies and practices of the Town and provides input on improving the community experience of all residents of the Town. 	<ul style="list-style-type: none"> ● The Inclusivity Advisory Committee has led several initiatives to promote the respect and understanding of cultural diversity. This includes: <ul style="list-style-type: none"> ○ Developing a Welcoming Ceremony for new Newmarket residents ○ Celebrating the International Day for the Elimination of Racial Discrimination ○ Hosting a multicultural potluck for Committee members, Members of Council and senior staff

3. Inform and support individuals who experience racism and discrimination

Existing policies	Related actions, completed and planned
<ul style="list-style-type: none"> The Town is committed to creating an environment that enhances the dignity and self-worth of its employees. The Harassment and Discrimination Free Workplace policy deals with all workplace harassment including racial discrimination. The policy covers all employees, elected officials, members of boards and committees, and volunteers in their relations to each other. All contractors who do business with the Town will also be informed of the policy. Training in the Harassment and Discrimination Free workplace policy is provided for all staff. 	<ul style="list-style-type: none"> The town recognizes and participates in international, national, and provincially declared events that celebrate inclusion and equality, such as “Pride Week”, “National Access Awareness Week”, “Bullying Awareness Week” and the “International Day for the Elimination of Racial Discrimination”.

4. Support policing services and their efforts to be exemplary institutions in combating racism and discrimination

Existing policies	Related actions, completed and planned
<ul style="list-style-type: none"> • The Town of Newmarket works with the York Region Police as well as other area law enforcement bodies and relevant justice related services, including educational and awareness programs for anti-racism and anti-discrimination. • Newmarket Municipal Law Enforcement officers follow the Municipal Law Enforcement Officer's Code of Ethics. This document states that Municipal Law Enforcement Officers "will enforce the law courteously and appropriately without fear or favour, malice or ill will". • All Property Standards Officers, including the Property Standards Officers at the Town of Newmarket are subject to the Ontario Association of Property Standards Officers Code of Ethics, which stipulates that a Property Standards Officer shall act at all times with "devotion to high ideals of personal honour and professional integrity". 	<ul style="list-style-type: none"> • The Town's Anti-Graffiti By-law stipulates that the Town must remove graffiti on Town property and that property owners must remove graffiti on their own property. As a policy, the Town must remove any "hateful" graffiti on Town property as soon as possible. Residents can report graffiti on the Town of Newmarket website, and graffiti that is hateful or offensive is flagged and given top priority. • The Town's By-law Enforcement Officers engage in community outreach to educate the public about property standards by-laws and the role of Property Standards Enforcement Officers. This includes attending community events, providing communication materials, social media outreach and public information meetings.

5. Provide equal opportunities as a municipal employer, service provider and contractor.

Existing policies	Related actions, completed and planned
Employer	Employer
<ul style="list-style-type: none"> • Employment at the Town of Newmarket is merit-based and non-discriminatory. These principles are implemented through Human Resources Corporate policies, such as the Violence Free Workplace, Harassment & Discrimination Free Workplace policy and the Recruitment and Selection policy. • All Town of Newmarket employees receive mandatory Orientation training which includes Respect in the Workplace, Corporate Policies, Accessibility Policies and Programs, Employee and Council Codes of Conduct, Health and Safety in the workplace. Employees have supplemental training regarding inclusivity and diversity, depending upon their role. • Town of Newmarket policies comply with provincial and federal legislature (and in some cases, exceed minimum legislative requirements) on equity in employment including the <i>Ontario Human Rights Code</i>. • The Committee Public Appointment Policy provides guidance to Council, staff and applicants on the principles and procedures governing the recruitment and appointment practices for all Committees of the Town of Newmarket. This ensures that a fair and equitable application and selection process. • Council adopted the Canadian Code of Volunteer Management in principle to guide public appointments. The Canadian Code of Volunteer Involvement is a framework for establishing values and guiding principles for how volunteers and organizations can engage with each other. The Canadian Code of Volunteer Management promotes volunteer recruitment that incorporates a broad range of internal and 	<ul style="list-style-type: none"> • Many Town employees enjoy a flexible work schedule which allows time off for personal and/or religious commitments. • Employees who have contact with the general public have their diversity/sensitivity training augmented depending upon their role. • Town employees have access to a range of learning and development activities such as courses on self-improvement and effective leadership (including supporting an inclusive and positive work environment). • The “Turn your Views into Votes” campaign will outreach to community organizations to ensure that election information, election procedures and election official recruitment is accessible to persons with disabilities and culturally sensitive and accommodating whenever possible. • Beginning in 2014, all Town of Newmarket employees are required to attend a Mental Health Awareness workshop. These workshops are part of the corporate objective of educating around Mental Health in the workplace. • The Employee Relations and Internal Communications Committee (“ERIC”) works to support a positive and inclusive work environment. <ul style="list-style-type: none"> ○ ERIC also maintains an Employee Assistance Fund, which provides confidential financial assistance to employees in need. ○ ERIC provides a voice for Newmarket employees in various committees. ○ ERIC holds special events for employees like the Egg Breakfasts, Chili Luncheons, etc. • In 2012, the Town of Newmarket conducted an Employee

<p>external strategies to reach out to diverse sources of volunteers.</p> <ul style="list-style-type: none"> • The Employee Relations and Internal Communications Committee ("ERIC") has a mandate to improve internal communications, strengthen employee relations and ensure equity and fairness exists in all areas of the organization. The committee is composed of non-management, non-union employees from across the organization. • The Employee Leaders in Town Excellence (E.L.I.T.E.) is an employee recognition program created to recognize the efforts, accomplishments and excellence of staff who demonstrate some, or all, of the Corporation's Core Values in the execution of their duties. This is in support of creating a culture to create a more supportive and committed workplace. 	<p>Engagement Survey to determine the level of employee engagement at the Town. The findings of this survey will form an action plan to help direct future Town policies.</p>
<p>Service Provider</p> <ul style="list-style-type: none"> • The Accessibility Advisory Committee has a mandate to facilitate accessibility for all persons in the Town of Newmarket. The Committee advises Council about accessibility and educates the public for increased sensitivity towards those with different needs. • The Town's Corporate Policy regarding Accessibility Standards for Customer Service is an effort to eliminate barriers people have with accessing government services in compliance with the <i>Ontarians with Disabilities Act</i> and relevant regulations. The policy includes information on the following: communication; use of service animals, support persons and assistive devices; notice of service disruptions, availability of documents and feedback processes. 	<p>Service Provider</p> <ul style="list-style-type: none"> • The Multi-year Accessibility Plan 2013-2017 provides an outline of barriers that have been identified in Town services/facilities, and what has been done to address these barriers (both completed and planned). The Accessibility Plan is essentially a roadmap to how and when the municipality will meet Ontario's accessibility requirements, and how the Accessibility Committee has worked with staff and Council to review and provide feedback on how this work will occur in the years ahead. • The Customer Service Department utilizes a number of resources in order to provide accessible services. <ul style="list-style-type: none"> ○ Customers who are hearing impaired are accommodated through a Bell language service

- Under the Accessibility for Ontarians with Disabilities Act (AODA) the Town's **Integrated Accessibility Standards Regulation (IASR)** policy establishes standards for accessibility in the procurement of goods and services, training, information and communication, employment and transportation standards.

- which the Town subscribes to. Bell acts as a translator for people who are hearing impaired.
- The Customer Service department is physically designed to accommodate those who use wheelchairs and walkers.
 - The department maintains a list of employees who are multilingual in order to better serve customers whose first language isn't English.
 - Customer service associates have had ESL training in the past. This training was concerning how to help people who speak English as a second language over the phone.
 - The **Communications Department** ensures that information booklets and other resources are available in alternative formats (including different languages) upon request.
 - The **Recreation and Culture Department** ensures that different cultural norms are accommodated to allow for the enjoyment and use of the Town's facilities by everyone.
 - For example, women who do not swim or use the pool facilities in the presence of males are allotted a specific time for them to swim where their needs will be accommodated.
 - The Town recently installed automatic sliding doors to the main entrance at the Municipal Offices. The Town received an Enabling Accessibility Grant from the federal government in order to complete the project, which improves the physical accessibility of the Municipal Offices for people with disabilities.

Contractor	Contractor
<ul style="list-style-type: none"> As public purchasers, the Procurement Department team is a member of two associations which have codes of ethics which the Town must adhere to. <ul style="list-style-type: none"> The Ontario Public Buyers Association Code of Ethics states that Public Purchasers must conduct fair and impartial award recommendations for all contracts and tenders. The National Institute of Government Procurement Code of Ethics stipulates that members “handle all personnel matters on a merit basis, and in compliance with applicable laws prohibiting discrimination in employment on the basis of politics, religion, color, national origin, disability, gender, age, pregnancy and other protected characteristics”. The Town has adopted the Public Procurement Principles and Practices into the Procurement by-law (By-law 2014-27). These principles include; Accountability, Ethics, Impartiality, Professionalism, Service and Transparency. 	<ul style="list-style-type: none"> The Town of Newmarket’s Supplier Code of Conduct (SCC) sets the ethical performance expectations of supplier of goods, services or construction to the Town. The purpose of the SCC is to ensure safe and healthy workplaces for the people who provide goods, services and construction for the Town; where human and civil rights conditions are in compliance with the core labour conventions of the International Labour Organization (ILO). It is a requirement that for all Town publicly bid Contracts, Suppliers and their subcontractors/suppliers follow the SCC to the best of their ability in intent and in spirit.

6. Support measures to promote equity in the labour market.

Existing policies	Related actions, completed and planned
<ul style="list-style-type: none"> As part of Council's Strategic Plan, being <i>Well-equipped and well-managed</i> prioritizes the appropriate mix of jobs to population and people to industry. The Newmarket Economic Development Office has a mandate to design, develop, implement and monitor an economic development strategic for the Town that includes encouraging the retention and expansion of existing business, attracting new industry and employment growth, and developing a marketing strategy aimed at promoting the Town as a premiere investment location. <ul style="list-style-type: none"> The Town's strategic plan for economic development is outlined in the Economic Development Implementation Plan. This plan states that Newmarket will work to make the town a center of collaboration between "established" and "newcomer" cultural activities. The Newmarket Economic Development Advisory Committee (NEDAC) is comprised of fourteen business and community leaders plus the Mayor and Regional Councillor. NEDAC provides Council and staff with strategic advice on facilitating and promoting balanced, sustainable, long-term economic growth that will benefit Newmarket and its residents through the attraction, expansion and retention of businesses. 	<ul style="list-style-type: none"> Through the Newmarket Economic Development Advisory Committee (NEDAC) and its Newmarket Downtown Development Subcommittee (NDDS), the Town of Newmarket has established financial incentive programs to support the revitalization of Downtown Newmarket. The incentive package of interest-free loans, grants, property tax credits and other benefits is expected to contribute to the ongoing renewal of the Main Street District. <ul style="list-style-type: none"> Grants assessment criteria: <ul style="list-style-type: none"> Impact on the Downtown Newmarket community: <ul style="list-style-type: none"> Contribution of the project to the community Economic and social benefits Community involvement Contribution to visibility and awareness of Main Street

7. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in housing.

Existing policies	Related actions, completed and planned
<ul style="list-style-type: none"> In the Town of Newmarket's Official Plan, the Town has committed to working towards the affordable housing targets set by York Region. 	<ul style="list-style-type: none"> Newmarket Council has recently adopted the Urban Centres Secondary Plan, which will shape the community's growth over the next 20 years and beyond. The Urban Centres Secondary Plan will include affordable housing targets mandated by York Region. This means that 35% of housing within the Provincial Urban Growth Centre and Higher Density Intensification Area should be affordable and 25% elsewhere in Town. The Town also regulates Accessory Dwelling Units (ADUs), which are a form of affordable housing. In April of 2013, the by-law regulating ADUs was amended in order to update existing health and safety standards. The adoption of the new by-law was accompanied by community outreach efforts by Legislative Services and Corporate Communications in order to promote and increase ADU registration. The Town offers a Water and Wastewater Rate Rebate Program that is available to any resident paying a Newmarket residential water bill for their property and qualifying for any of the following: <ul style="list-style-type: none"> the Guaranteed Income Supplement under the Old Age Security Act support under the Ontario Disability Support Program Ontario Works Assistance A similar federal or provincial income support program <p>The Water and Wastewater Rate rebate for qualified applicants is \$288.00 per year.</p>

8. Involve citizens by giving them a voice in anti-racism initiatives and decision-making.

Existing policies	Related actions, completed and planned
<ul style="list-style-type: none"> Currently, Newmarket citizens may provide input on anti-racism and accessibility through different Advisory Committees such as the Inclusivity Advisory Committee and the Accessibility Advisory Committee. In addition, the Town recognizes that it is important to facilitate the increased representation of racialized and marginalized communities on municipal boards, committees and commissions. The Town is also a member of the International Association of Public Participation (IAP2). The Town will continue to uphold the core principles of IAP2, which values meaningful public participation and the promise that the public's contribution will influence the decision. 	<ul style="list-style-type: none"> In order to accommodate voters whose first language is not English or French, Newmarket Council has passed a by-law to include other languages in addition to English and French in order to relay election related information to the general public. Legislative Services staff are working with the York Region Local Immigration Partnership to provide input on the voting process and on a Civic 101 Guide, outlining how government works and the decision making process for newcomers. The "Turn your Views into Votes" communications and public outreach campaign will be promoting the 2014 municipal election. The campaign will be attending community events over the summer of 2014 in order to promote the 2014 municipal election and to educate residents on the voting process. The Town will be collaborating with the Municipal Property Assessment Corporation's VoterlookUp.ca on some public outreach initiatives in order to educate voters on how to ensure they are on the voter's list. The Newmarket Public Library provides the venue for IdeaMarket, a community forum that includes compelling formal and informal presentations, panel discussions and debates. Topics can cover a wide range of ideas on matters that are social, political, or cultural. The Recreation and Culture department works with all user groups to help accommodate their requests based on demand, while taking into account budget impacts, community needs, etc.

9. Support measures to challenge racism and discrimination and promote diversity and equal opportunity in the education sector and other forms of learning.

Existing policies	Related actions, completed and planned
<ul style="list-style-type: none"> • The Town works with local schools on special programs and recreation opportunities. • The Recreation & Culture department and Newmarket Public Library provide a wide variety educational and recreational programs and activities for children and youth that promote inclusion. 	<ul style="list-style-type: none"> • Over 50 students from 9 schools attended a Newmarket Youth Summit to learn about local government and the importance of youth involvement in community matters. Students presented ideas to Council members and engaged in a group discussion. • The Recreation & Culture department provides a wide variety educational and recreational programs and activities for children and youth that promote inclusion. <ul style="list-style-type: none"> ○ Year-round programs for children in recreation and arts & culture. This includes programming in genealogy, painting, cooking, gymnastics and sports. ○ The Newmarket Recreation Youth Centre + Sk8 Park offers safe recreational and educational opportunities for patrons of all ages. The Centre provides programming in arts & culture, games and sport. ○ The Elman W. Campbell Museum organizes events that educate residents about Newmarket's history. The Newmarket Historical Society and Heritage Newmarket present the Heritage Day: Rebel Heartland 1837 event, which features reenactors, battle reenactment, encampment, ○ Events like Kids Around Town and Outdoor Discovery & Adventure Night provide exciting educational experiences for families. The Kids Around Town events showcase dance, comedy and cultural performances. At Outdoor Discovery & Adventure Night, participants have the opportunity to learn about the natural

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| | <p>environment of Newmarket and surrounding areas.</p> <ul style="list-style-type: none"> ○ Town of Newmarket Summer Camps provide valuable educational opportunities for participants. Newmarket offers camps that focus on cooking, literature, art, sports, dance, computer animation, environment science, theatre, filmmaking and community volunteerism. In particular, the Newmarket Community Camp focuses on teaching participants how to become active members of their community and become a positive role model. ● The Newmarket Public Library provides numerous educational resources and programs for children and leadership opportunities for teens. <ul style="list-style-type: none"> ○ Programs for children include stories, music, art, science and technology. ○ The Reading Buddies program allows children in grades 1-4 to be paired with a mentor who meets with them for weekly 1-hour sessions, during which they read together and enjoy reading and writing activities. This also allows high school students to act as Mentors and gain leadership skills. ○ The Members of the Council of Advisory Teens (C.A.T.S.) is comprised of teens from ages 13 – 18. C.A.T.S. meet once a month to work on projects that will help shape the programs and services NPL offers to teens. ○ The Library offers a What Every Babysitter Should Know course that instructs future babysitters on how to care for infants, toddlers, and older children; what questions to ask parents; how to give first aid and what to do in an emergency. ○ The resources of the Library are available for |
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	<p>“homework help”. Students can ask for assistance in conducting research and gathering information for school projects.</p>
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10. Promote respect, understanding and appreciation of cultural diversity and the inclusion of Aboriginal and racialized communities into the cultural fabric of the municipality.

Existing policies/initiatives	Related actions, completed and planned
<ul style="list-style-type: none"> One of Council's Strategic Priorities is <i>Community Engagement and Transparency</i> which is defined as, "always making the customer/citizen/client our priority...engage them in decision-making process while fostering an environment of openness". 	
<p style="text-align: center;">Cultural Diversity</p> <ul style="list-style-type: none"> The Town's Recreation & Culture department has organized and facilitated numerous events which celebrate the diverse cultural fabric of the municipality. The Town's Cultural Master Plan is an initiative to build better information on the cultural resources in the community, which in turn allows stronger networks and collaboration across a wide range of cultural groups and activities. The Cultural Master Plan includes a number of goals which will work towards promoting arts and culture in Newmarket, with the aim of providing opportunities for the enjoyment of a wide range of cultural activities. The Inclusivity Advisory Committee was formed in 2008 to serve as a resource of council and the community in matters of inclusion and diversity. The committee envisions Newmarket to be an inclusive community where differences are welcome and celebrated and where it's mosaic of citizens are renowned for showing mutual courtesy, dignity and respect. The mission of the 	<p style="text-align: center;">Cultural Diversity</p> <ul style="list-style-type: none"> The Recreation & Culture department continues to organize events which celebrate the diverse cultural fabric of the municipality. This includes the Around the World Multicultural Festival, which will showcase multicultural stage shows (music, dance and theatre) and delicious food in the summer of 2014. As part of the Town's Cultural Master Plan, the Recreation & Culture department is creating a Recreation Playbook. This document will guide the future of play in Newmarket and will be based on community feedback. This will allow recreation & culture services to be responsive to the recreational needs of the community, including providing facilities for diverse cultural interests. The Inclusivity Advisory Committee has led several initiatives to promote the respect and understanding of cultural diversity. This includes: <ul style="list-style-type: none"> Developing a Welcoming Ceremony for new Newmarket residents Celebrating the International Day for the Elimination

<p>committee is to act as an ongoing source of guidance and information to Council and residents, and it facilitates experiences that encourage awareness, promote sharing and understanding, and foster harmony.</p>	<p>of Racial Discrimination</p> <ul style="list-style-type: none"> ○ Hosting a multicultural potluck for Committee members and members of Council <p>Inclusion</p> <ul style="list-style-type: none"> ● All programs run by the Recreation & Culture department welcome participants with special needs. There are also additional specific programs for those with special needs. Programming offered for the summer of 2014 includes: <ul style="list-style-type: none"> ○ The Newmarket Shredders sledge hockey team ○ Sledge Hockey Shinny sessions are held weekly for participant. ○ Private swimming lessons with additional support are available. ○ Programs for participants with special needs such as The Base Summer, a Lifestyle Enriched Day Program for adults. The Base Summer Camp is a program for young adults that will include physical fitness, swimming, gym games, music, arts, crafts and science discovery. ○ The Inclusion Sports and More summer camp is a camp that is focused on participants with special needs. Activities include swimming, play without borders gym time, arts and music. ● Recreation & Culture department plans to celebrate National Access Awareness Week with a full week schedule of activities, such as sledge hockey and wheelchair basketball.
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	<p style="text-align: center;">Supporting Newcomers</p> <ul style="list-style-type: none"> • The Newmarket Public Library provides programs that support newcomers in language, community involvement and continued learning. • The Library hosts a continuous intake York Region District School Board Adult English as a Second Language—Intermediate class. The Library has a collection of English as a Second Language (ESL) audio visual material and books available to the public. • As part of the Southern Ontario Multilingual Poll, the Library provides a collection of books and DVDs in many different languages. • The Library hosts the York Info Community Information & Volunteer Database, which provides access to free community information and resources. This includes resources for Newcomers about community services and volunteer opportunities. • The Library recently hired a Newcomer Orientation Assistant through the Canada Summer Jobs program. The Newcomer Orientation Assistant provides library outreach and tours to newcomer communities and facilitates the translation of basic library info into newcomer languages.
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