

Request for Council's Consideration			
Included on Agenda (Submitted to Municipal Clerk's Office by Noon Thursday)	X	Added Item (Submitted to Municipal Clerk's Office by Noon Monday)	Request from the Floor
Date of Council Meeting: June 18/2018			
Subject: Response to ongoing ESR and HRC concerns			
Motion for Council to Consider:			
<p>That Halifax Regional Council expresses support for the actions and response from the Chief Administrative Officer, June 11, 2018, regarding HRM's commitment to a safe workplace, responding to the Employment Systems Review and the Human Rights Commission report, and;</p> <p>That the Chief Administrative Officer be directed to provide quarterly public progress reports to Regional Council, subject to the appropriate redaction of personal information on the following:</p> <ol style="list-style-type: none"> 1. the findings of the external HR consultant regarding HR processes, procedures and implementation; 2. a plan to implement the recommendations of the consultant; 3. results to date and issues that may be identified during implementation of both the ESR review and the external HR consultant reports; 4. open and completed harassment and discrimination complaints involving workplace bullying, sexual harassment and race both through regular HR processes and the newly established hotline, and; 5. with quarterly reports to begin no later than September 2018. 			
Reason:			
<p>Council supports the CAO's response, and acknowledges we are all responsibility to ensure that all employees are treated with dignity and respect.</p> <p>This motion will provide support to the CAO while creating a public reporting structure that will ensure accountability and transparency for the public and our employees as this work goes forward.</p> <p>CAO's statement attached.</p>			
Outcome Sought:			
Public reporting and accountability through regular checkins with Regional Council			
Councillor <i>Waye Mason</i>			<i>District 7</i>

Statement from CAO Jacques Dubé regarding Commitment to a Safe Workplace
Posted: June 11, 2018 - 3:16 pm

As Chief Administrative Officer it's my responsibility, along with leaders across our organization, to provide all employees with a safe workplace – free of harassment and discrimination.

Issues of racial harassment and discrimination exist in our society and the HRM workplace is not immune.

While the recent decision by the Nova Scotia Human Rights Board of Inquiry concerns incidents that took place many years ago, this serves as an important reminder of everyone's responsibility to ensure that all employees are treated with dignity and respect.

Our organization has long recognized that ongoing efforts to improve the workplace environment are critical to delivering on our mandate to citizens and our responsibility to employees. In recent years, we've taken a number of steps to help achieve this within Halifax Transit as well as across the organization, including:

- Updating our corporate diversity and inclusion training, which is now mandatory for all supervisors and aspiring leaders.
- Introducing training for municipal staff to support a greater awareness of engagement with the African Nova Scotian Community. The Reaching out from an Afrocentric Place program provides staff with an opportunity to learn about inclusive and creative ways to engage and empower African Nova Scotian communities and all persons of African descent within our municipality.
- Creating an internal Diversity Leadership Committee comprised of senior leaders who will work to embed diversity and inclusion into their business units.
- Training for all employees and supervisors regarding our revised Workplace Rights Harassment Prevention Policy (effective January 1, 2017) which now provides more detail and clarification.

We're systematically addressing the recommendations of the 2016 Employee Systems Review (ESR), including employment equity, workplace respect and behavior, diversity and inclusion, and other issues raised by all employees, including those in the former municipal operations (MOPS) group. Considerable progress has been made in several key areas with specific actions being delivered, including:

- Creating a leadership training course, Aspiring Leaders, designed to reflect the diversity of our organization. This year, one course will be offered solely for African Nova Scotian employees.
- Ensuring interview panels have diverse representation.
- Designating the next vacancy for a supervisory and/or management position in Parks and Road Operations for those who self-identify as being African Nova Scotian.
- Designating specific supervisory and/or management positions across HRM for those who self-identify as being a member of an underrepresented group (specific positions are currently being determined).

-
- A full progress report on the implementation of the ESR recommendations is available by visiting <https://www.halifax.ca/city-hall/accountability-transparency/esr-progress-report>

I pledge that this important work will continue and that new measures will also be taken to address the serious issues of racism, discrimination and harassment within our organization.

As an example, moving forward, for any ongoing/ future investigation or workplace assessment conducted under the Workplace Rights Harassment Prevention Policy, business unit managers will be asked to respond on what they have done to identify, stop and prevent harassment and discrimination alleged in any complaint. Their response will be part of a final report submission to the CAO. And once a workplace assessment report, or an investigation report with findings, is submitted to the business unit director, they will assume the accountability for acting on the recommendations and reporting progress on the recommendations to the CAO.

As CAO, I will be engaging an external consultant within 75 days to review our human resources practices and processes related to addressing and preventing racial harassment and discrimination. The results will inform an action plan that we will share with the Mayor and Regional Council as well as all employees.

I'm also pleased to advise that we will be implementing a confidential employee hotline by mid-July. This will be an option for employees who are experiencing harassment of any kind but are not comfortable going to their supervisor or to the Human Resource business unit. More details regarding this new service will be provided in the coming weeks.

Insights shared by the Nova Scotia Human Rights Board of Inquiry have been very helpful in identifying ways in which we can build upon the actions taken to date. On behalf of the HRM administration, we remain unwavering in our commitment to continuously improving our policies, practices and workplace culture.