

**HALIFAX**

**Office of Diversity  
and Inclusion**

**Chairs' Meeting**

2018

# Acknowledging Mi'kma'ki Territory



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# Areas of Focus

- African Nova Scotian Affairs Integration Office
- Corporate Diversity and Inclusion (training, outreach, corporate initiatives)
- Accessibility and Inclusion Services
- Local Immigration Partnership (Federal Grant to 2020)
- Acadian/Francophone Services
- Urban Indigenous Services
- Other underserved communities as identified through Council or Business Units



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# Our Role

- Provide support and advise to Business Units and stakeholders on development and implementation of diversity and inclusion plans within HRM
- Support Business Units and others on their specific diversity initiatives
- Promote diversity and inclusion internally and externally
- Provide diversity and inclusion training to municipal staff
- Advise on corporate policy through a diversity and inclusion lens
- Engage community on diversity and inclusion initiatives of the municipality



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<https://www.halifax.ca/about-halifax/diversity-inclusion/diversity-inclusion-framework>

## Diversity & Inclusion Framework

Recognizing diversity and inclusion in our organization and our communities





## Diversity & Inclusion

values difference. A diverse municipality is better able to understand the citizens we serve and better equipped to create value from it.

helps an organization embrace its diversity by supporting the development of the capabilities of all of its citizens.



# Diversity

**Diversity** is a combination of differences and similarities among people. It is more than race, ability, sexual orientation, language, gender or any other descriptive category. Diversity means understanding and utilizing different views, ideas, life experiences, skills and knowledge.



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# Inclusion

**Inclusion** is about community actions, meant to eliminate barriers, so all of its members can fully participate and contribute. It means being supported and valued within the community and organization.



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# Recognizing what we all bring to the table...and we don't often think about it.



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# When we embrace diversity and inclusion we...

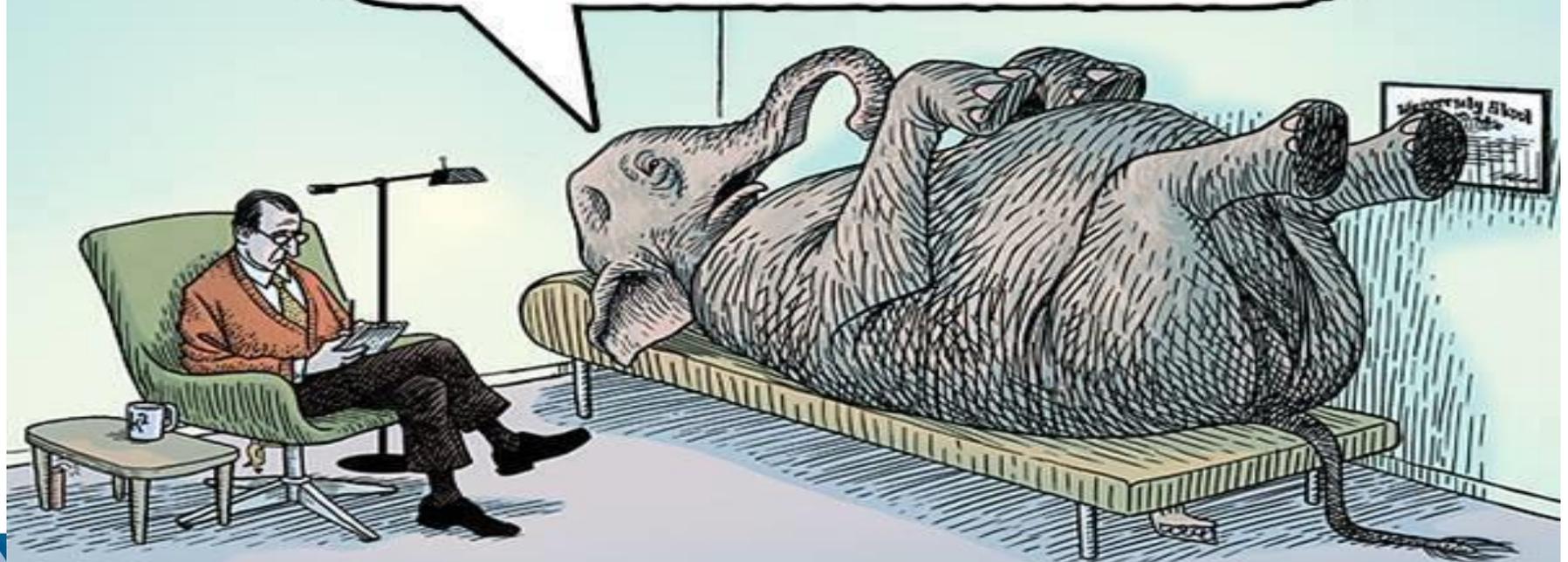
- Promote different perspectives, increase skills, and new methods are encouraged;
- Support people's sense of belonging, safety;
- Create spaces where people feel respected, engaged, and valued;
- Are reflective of the residents served by the municipality (e.g. in our boards and commissions);
- See increased productivity and innovation;
- Have individuals who are engaged (fewer meetings missed, reduced turnover, reduced conflict, and a respectful environment or meeting).



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Sometimes, even if I stand in the middle of the room, no one acknowledges me.



# Collectively we all have a responsibility to...

- Support the delivery of services that exemplify HRM's commitment to diversity and inclusion.
- Acknowledge diversity as a strategic priority of HRM, council and committees.
- Promote diversity and inclusion.
- Champion diversity efforts through the work that you do.
- Lead by example.
- Create and maintain an inclusive environment that supports everyone.
- Ensure the work environment, public spaces and facilities are free from discrimination and harassment.
- Speak up and speak out against discrimination and harassment.
- Be respectful of each other.

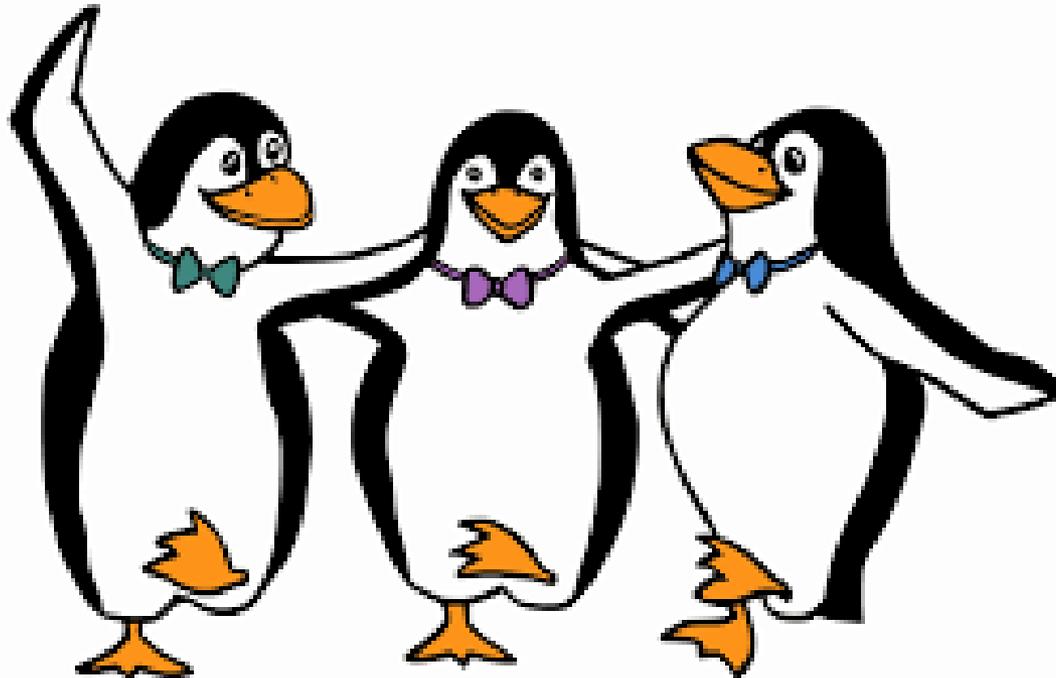


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# Just a thought...

Diversity is being invited to the party.... Inclusion is being asked to dance!



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