

Re: Item No. 10.1

**HALIFAX**

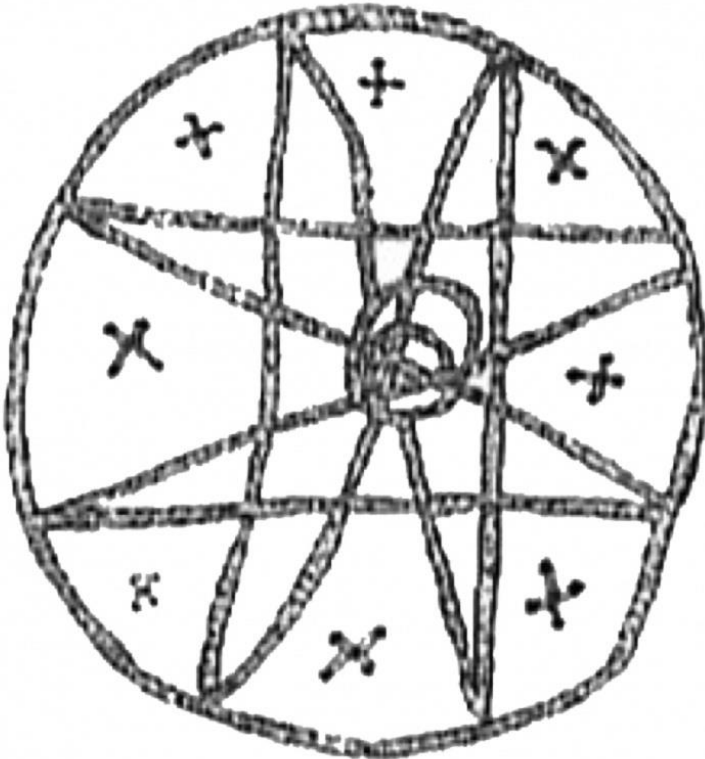


# **Diversity and Inclusion Annual Report 2020**

Office of Diversity & Inclusion

2020-11-10

# Acknowledging Mi'kma'ki Territory



# Vision and Mission

## *Vision*



An inclusive organization as part of a community that values and reflect the diverse people we serve.

## *Mission*



To remove barriers that prevent the full participation of our residents, business visitors and municipal employees in municipal programs and services.

## Diversity

Utilizing different views and ideas.

## Inclusion

Eliminating barriers, supporting participation, and valuing contribution.

## Equity

Giving everyone what they need to succeed.

# Background

- Launched in 2018, The Diversity and Inclusion Framework was based on values of respect, collaboration, diversity and inclusion, integrity, accountability, sustainability and evidence-based decision making as stated in Halifax Regional Council's Strategic Plan 2017-21.
- The Framework drives diversity and inclusion at an operational business strategy level by integrating the Framework's goals into programs and services. The Framework, through its implementation plan, support business units in recognizing diversity and inclusion in all policies, practices, programs and services, embedding it into the municipality's everyday work.

# Corporate D&I Framework Goals

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|---|---|
| <b>1 Inclusive public service</b>                         | To ensure inclusive and equitable access to and benefit of, municipal services, programs and facilities.  |
| <b>2 Safe, respectful, and inclusive work environment</b> | To have a diverse and inclusive workplace free of harassment, discrimination and systemic barriers.   |
| <b>3 Equitable employment</b>                             | To attract and retain a skilled workforce that reflects the diverse residents of the municipality.  |
| <b>4 Meaningful partnerships</b>                          | To develop positive and respectful internal and external partnerships that contribute to inclusive decision making.                               |
| <b>5 Accessible information and communication</b>         | To communicate both internally and externally, in a way that demonstrates, exemplifies and embodies our municipal diversity and inclusion values. |
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# Governance

## Diversity and Inclusion Leadership Working Group

- Established in 2017
- Comprised of the CAO and all business unit directors or representatives
- Advises on and monitors matters related to diversity and inclusion vision, mission, goals, and deliverables

## Diversity and Inclusion Champions' Table

- Comprised of members of each business unit appointed by their respective director.
- Find and create opportunities to celebrate the diversity of HRM.
- Work directly with the Office of Diversity and Inclusion to ensure the implementation of their Business Unit goals.

# Achievements 2019-2020

knowledge migration challenge growth discovery  
engagement connection ethnicity multiculturalism  
education peace change service  
**diversity** disability support similarities  
respect perspective **inclusion** together equality  
value vision culture innovation community gender  
awareness bias community gender  
belonging acceptance **equity** interpretation  
pride humility



# Outcomes

<b>D&amp;I Framework Goal</b>	<b># of Action Items Completed by Business Units</b>
<b>Inclusive public service</b>	46
<b>Safe, respectful, and inclusive work environment</b>	41
<b>Equitable employment</b>	38
<b>Meaningful partnerships</b>	20
<b>Accessible information and communication</b>	25
<b>Total # of Action Items Completed</b>	170





## Examples: Inclusive Public Service

**HRP:** Established an advisory committee to the Chief to guide the work following HRP's apology to the African Nova Scotian community.

**ICT:** Launched the French micro-site [halifax.ca/fr](http://halifax.ca/fr) in collaboration with French Services of the D&I Office.

**Parks & Rec:** Created a checklist to examine and assess all components of parks from parking lot to facilities including playgrounds through D&I Lens.

**TPW:** Solid Waste added Mandarin and French languages to their recycling app.

# Safe, Respectful, and Inclusive Work Environment

**D&I:** D&I Overview training module exceeded its goal for 2019-2020 with 657 participants and over 90% participants' satisfaction.

**HR:** Commenced a comprehensive review of several HR polices, practices, and procedures to ensure barrier-free policies.

**Legal/Clerk's Office:** Archives staff attended professional development sessions on how to diversify the archival profession including "Seeing Archives Differently" which focused on perspectives of decolonization, social activism and advocacy, accessibility, community engagement, and trauma-informed approaches to the archival profession.

# Examples: Equitable Employment

**FAM&ICT:** Managers and supervisors attended “Towards Bias-Free Practices” training.

**HRFE:** Began development of an equity-based recruitment drive for career firefighters and volunteers.

**Transit:** Reviewed interview questions with HR to ensure questions were free of colloquialisms and would be easy to understand for those whose first language was not English.



# Meaningful Partnerships

**GREA:** Public Safety Office established a Community Safety working group which consists of several internal departments such as: Emergency Management Services, HRP, RCMP Youth Services, Parks & Rec, D&I, Solid Waste Resource, and Regional Planning.

**P&D:** Developed an engagement strategy focusing on low-income families as well as racialized and immigrant populations.



# Examples: Accessible Information and Communication

**Corporate and Customer Services:** Developed an Accessible Guideline to ensure that online materials were screen reader friendly, and that fonts used were accessible and had the necessary colour contrast.

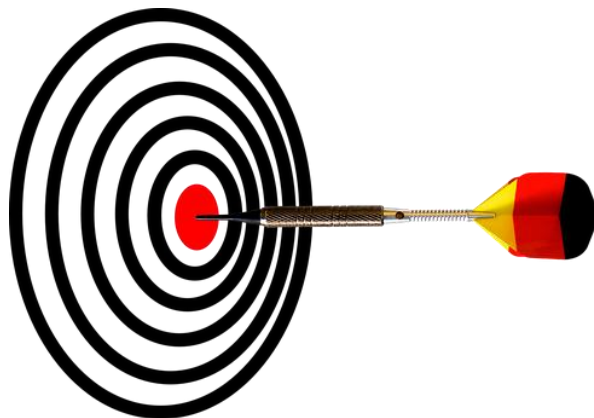
**Legal/Clerk's Office:** Engaged high school students in Lower Sackville. Conducted sessions over three days for approximately 270 students, teaching them how Council works and how to get involved with municipal committees.



# Corporate D&I Focus for 2020-2021

Same strategic goals (2018-2021) mentioned above with focus on inclusive municipal services for:

- Mi'kmaq and Indigenous communities
- African Nova Scotians and Black Canadians
- Acadian and Francophone
- Persons with disabilities
- Immigrations and International Students
- 2SLGBTQ+ communities
- Women



# Questions?

