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**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)
- Acadian/Francophone Services
- Urban Indigenous Services
- Advisors for
 - Fire
 - Planning and Development
 - 2SLGBTQ+
- Other underserved communities as identified through Council or Business Units



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Role of the Office of Diversity and Inclusion

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

Diversity & Inclusion Framework

Recognizing diversity and inclusion in our organization and our communities



Framework Goals

1. Inclusive Public Service
2. Safe, respectful and inclusive work environment
3. Equitable Employment
4. Meaningful Partnerships
5. Accessible information and communication



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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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Collectively we all have a responsibility to...

- Support HRM in the delivery of services that exemplify HRM's commitment to diversity and inclusion.
- Recognize diversity is a strategic priority of HRM, council and committees.
- Promote diversity and inclusion.
- Champion diversity efforts through the work that you do on this committee
- Lead by example.
- Create and maintain an inclusive environment that supports everyone.
- Speak up and speak out against discrimination and harassment.
- Be respectful of each other.

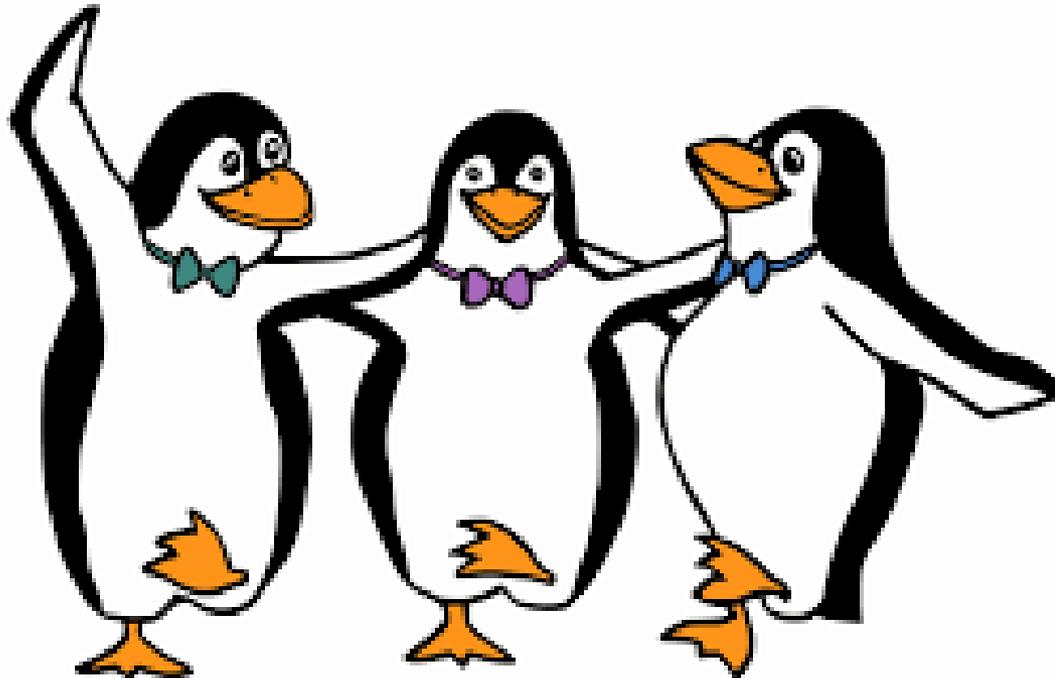


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Just a thought...

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



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