



THE CORPORATION OF THE MUNICIPALITY OF KINCARDINE

Subject: Inclusion, Diversity, Equity and Access Committee and Strategy Development

Report Number: 001

Meeting Date: Monday, June 7, 2021

Recommendation: THAT Council begin the process to recruit an Inclusion, Diversity, Equity and Access Advisory Committee (IDEA AC) with a mandate to provide guidance on matters related to diversity, inclusion and equity within the Municipality of Kincardine.

Date to be considered by Council: Monday, June 7, 2021

Report Summary:

A motion was made by Council directing staff to prepare a report regarding the development of a Community Advisory Committee with a mandate to provide guidance in diversity, access, inclusion and equity initiatives with the Municipality of Kincardine. This report provides a draft terms of reference for an Advisory Committee as well as some initial goals to inform the development of an Inclusion, Diversity, Equity and Access Strategy.

Origin: Council motion on May 10, 2021 by Mayor Glover.

Existing Policy:

Background/Analysis:

Municipal services touch the lives of every Kincardine resident and visitor to our community. Addressing social inequities will ensure that our services address the needs of all our citizens, providing long-term sustainability, and improving the well-being of the community.

Benefits of Committing to Diversity, Inclusion and Equity

Some examples that are demonstrated in research indicate that committing to and improving diversity, inclusion and equity leads to:

- Improved access and provision of services and programs that meet the diverse needs of the diverse and changing population.
- Increased customer service satisfaction which increases confidence and trust in the organization.
- Strengthened community participation and engagement helps solve community challenges with innovative solutions.
- Unconscious bias is acknowledged and meaningful actions are created to address inequities and racism.
- Strengthened social cohesion and active citizen engagement.
- Increased vibrancy in the community, including tourism, the arts, culture and cuisine.
- Businesses, events and visitors are attracted to the area, contributing to enhanced cultural and economic development.
- A diverse and inclusive workforce that has higher job satisfaction, increased employee engagement, greater productivity and improved service delivery.

Establishment of a Community Advisory Committee

In order to develop the most relevant and meaningful priorities and actions for the Municipality to focus on in the short and long term, community engagement and advice is needed. One concrete way to do this is through the establishment of a Community Advisory Committee. See attachment #1 for a Draft Terms of Reference for this proposed Community Advisory Committee. It is important to note that there will also be other ways besides the Advisory Committee that interested residents and community partners will be involved in the implementation of actions.

The Community Inclusion, Diversity, Equity and Access Advisory Committee would be an Advisory Committee of Council with a mandate to provide feedback, guidance and support to improve diversity, access, inclusion and equity within the Municipality of Kincardine.

To accomplish its mandate, it is proposed that the Community Advisory Committee:

- Provide advice to staff on the development of an Inclusion, Diversity, Equity and Access Strategy.
- Provide support to staff to implement actions outlined in the Inclusion, Diversity, Equity and Access Strategy.
- Provide input to staff on various issues and initiatives concerning diversity, access, equity and inclusion in our community.
- Provide input to staff on the elimination of barriers within programs, services, processes and policies to improve diversity, inclusion and equity.
- Foster a greater understanding and awareness of diversity, access, equity and inclusion matters within the community through community partnerships and education.

- Facilitate opportunities to educate and celebrate the diverse social, cultural and traditional elements that make up Kincardine.
- Engage community groups and leaders in the activities of the Committee and working groups.
- Provide advice on communication regarding diversity, access, inclusion and equity activity in the Municipality.
- Provide a forum for discussion to foster greater understanding and awareness of diversity, access, inclusion and equity across Kincardine.

It is recommended that the Advisory Committee be composed of 12 members, including a member of Council. Participation from a broad range of diverse and equity seeking residents would be sought from people with a lived experience such as, but not limited to:

- Indigenous peoples
- LGBTQ2S
- Newcomers, new Canadians
- People living with disabilities – physical and mental health
- Racialized people, people of diverse ethnic or cultural origin
- People living with a low income
- People over 55
- Youth
- People who are allies for equity and anti-racism

It is proposed that the Committee meet six (6) times a year in accessible locations. The Committee will establish the meeting schedule. All meetings of the Committee will be open to the public.

Recruitment for this committee would begin as soon as possible in order to begin the development of the Inclusion, Diversity, Equity and Access Strategy. The promotions to recruit for this new committee will be made through the various organizations that serve diverse populations, through social media and other media channels, and with community stakeholders who have been advocates for this work. Council would be involved in the selection and appointment of the Committee.

Development of Inclusion, Diversity, Equity and Access Strategy

Once the Advisory Committee has been established work to create an Inclusion, Diversity, Equity and Access Strategy will commence.

The initial goals of the strategy are to:

- Strengthen the Corporation's capacity to work with diverse communities.
- Identify and address systematic barriers within the organization.

- Ensure programs, services, facilities and infrastructure remove barriers, improve access and meet the diverse needs of the community.
- Collaborate with the community and groups to create awareness, recognize and celebrate diversity, inclusion and equity.
- Develop meaningful relationships with Indigenous communities and take concrete actions towards reconciliation.
- Support a diverse, talented and inclusive workforce.

These goals will be flexible as they will need to evolve based on information learned through the phases of the strategy development.

Corporate Strategic Plan 2020-2025:

This report aligns with all of the guiding principles outlined in the Corporate Strategic Plan.

Financial Implications: While there are no significant direct costs associated with the formation of this new Committee, a new budget for Diversity, Equity & Inclusion will need to be established through the 2022 budget process in order to develop and support the Inclusion, Diversity, Equity and Access Strategy.

Attachments:

Attachment #1: Draft Terms of Reference