



## THE CORPORATION OF THE MUNICIPALITY OF KINCARDINE

**Subject:** Inclusion, Diversity, Equity and Access (IDEA) Committee Status Update

**Director:** Chief Administrative Officer

**Manager:** Strategic Initiatives

**Report Number:** Strategic Initiatives-2022-07

**Meeting Date:** Monday, June 20, 2022

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**Recommendation:** THAT the recruitment for the IDEA Committee take place with the new term of Council.

**Date to be considered by Council:** Monday, June 20, 2022

**Report Summary:**

The Municipality of Kincardine has committed to developing an Inclusion, Diversity, Equity and Access Strategy to ensure the organization strengthens diversity in the workforce and implements inclusive processes, policies, programs and services to improve community well-being. A community Diversity, Inclusion and Equity and Access (IDEA) Committee was established with the first task to develop an IDEA Strategy based on public input. The Committee has since resigned and Staff are recommending that recruitment for the Committee take place with the new term of Council.

**Origin:**

**Existing Policy:**

**Background/Analysis:**

The Municipality of Kincardine has committed to developing an Inclusion, Diversity, Equity and Access Strategy to ensure the organization strengthens diversity in the workforce and implements inclusive processes, policies, programs and services to improve community well-being.

A motion was made on May 10, 2021 by Mayor Glover to begin this work by establishing a Diversity, Inclusion and Equity and Access (IDEA) Committee with a mandate to provide guidance in diversity, inclusion and equity initiatives within

the Municipality of Kincardine. A terms of reference was approved by Council on June 7, 2021 and a committee of 8 people was established. The committee has been meeting since August 2021. During meetings the members noted that the composition of the Committee did not reflect the diversity of the community and solutions to remediate this were identified. Council considered committee recommendations on March 7, 2022, in Report Strategic Initiatives-2022-03.

All members of the IDEA Committee have resigned effective June 6, 2022. The letters of resignation are attached to this report.

**Next steps:**

IDEA Committee

Due to the approaching election, it is Staff's recommendation that we do not recruit for a new committee at this time and instead wait until the new Council has identified the Committees they would like to see established for their term.

IDEA Strategy

Staff are currently working on the IDEA strategy and will be bringing a report forward to Council in July 2022. Staff will continue to work on actions until the future of the committee is determined and will solicit input from the community where needed.

**Integrated Strategy 2020 – 2025:** Develop actions that create improvements in inclusion, diversity, equity and access.

**Financial Implications: Nil**

**Attachments:**

**Attachment 1:** Letter of Resignation - June 6, 2022

**Attachment 2:** Letter of Resignation – Joye Hunt

**Prepared by: Lorie Fioze**

**Submitted by: Lorie Fioze**