



THE CORPORATION OF THE MUNICIPALITY OF KINCARDINE

FYI REPORT

Subject: Inclusion, Diversity, Equity and Access Progress Update

FYI Report Number: Strategic Initiatives-2023-06

Meeting Date: Monday, June 5, 2023

Purpose of Report:

Over the past several years, there has been an increased level of awareness that Municipalities need to take a greater role to ensure communities are safe, respectful, and inclusive for all its citizens and visitors. Local government has a direct impact on policy, services, and civic engagement as municipal services touch the lives of every resident and visitor daily. Addressing social inequalities means services can address the needs of all citizens and improve the quality of life and wellbeing of the community. The IDEA Action Plan was developed in 2022 based on public feedback and consultation with key stakeholder groups and includes both short-term and long-term actions that the municipality can undertake to address inclusion, diversity, equity and access. The purpose of this report is to provide a summary of the progress made over the past 5 months.

Report:

The IDEA Action Plan has four 4 areas of focus. Progress over the past 5 months is noted under each of the focus areas:

1. Awareness: Build awareness and understanding to address inclusion, diversity, equity, and access

- Promoted dates of significance to acknowledge, create awareness and celebrate the diversity of our community through social media and other communication methods.
- Participated in "Lots of socks" for Autism Awareness Day.
- Hosted a Rainbow Pride workshop.
- Created two crosswalk paintings supporting and celebrating inclusion. Artist Jeffrey (Red) George (Ma-Mi-No-ga-boo) created an Indigenous ground mural representing the seven grandfather teachings. The second crosswalk is the

Pride flag. Both are located at the bottom of Harbour Street. To see the story behind the crosswalks see Attachment #1).

- Hosted information table at the crosswalk painting to show support and create awareness on the journey to reconciliation.
- Formed a planning group to plan activities that focus on Black Excellence and awareness raising.
- Sponsored the Kincardine and Area Chamber of Commerce senior forum.
- Supported Kincardine Pride for the pride celebration taking place on June 24th.
- Worked with community partners to host the 2023 Multicultural celebration.

2. Service: Facilitate social inclusion, access and participation in programs, services, and the built environment

- Continued support for the “Ring my Bell” campaign for local businesses to enable customers with mobility challenges enter their facilities.
- Created resources to support staff to develop accessible documents and power points.
- Continue to implement the Equity Lens to provide concrete suggestions to improve IDEA.
- Implemented a translate feature on the website.

3. Engagement: Listen to the voices of people experiencing inequities.

- Preliminary research and a draft engagement framework have been initiated.

4. Reconciliation: Work towards actions to address truth, healing, and reconciliation.

- The Municipality of Kincardine and The Walker House have partnered to host three ground-breaking exhibits from the [Legacy of Hope](#) to create awareness on the residential school system, promote healing and encourage acts of reconciliation. Three exhibits are on display from June 9, 2023, to September 2, 2023. Members of the public can access the exhibits free of charge.
 - Youth on Reconciliation - Imagine a Canada
 - Remembering, Honouring, and The Way Forward: 10 Years After the Indian Residential School Apology
 - Killing the Indian in the Child: Generations Lost
- Created Land Acknowledgement banners to display at public events.
- Conducted training sessions on the History of the land from a First Nations, Métis and Inuit perspective and the cultural practice of smudging.
- Created National Indigenous History Month resources.
- Planning for information tables at Macpherson Park on Canada Day to show support and create awareness on the history of residential schools.

- Providing posters, resources, and materials for the public to pick up during National Indigenous History month.

This plan is a living document that supports an ongoing journey. This Action Plan will change as we progress in our journey. It is important to note that actions in this Plan build on, coordinate, integrate and align with activities underway across the organization, e.g., Accessibility Advisory Committee, AODA standards, training etc.

Attachment #1: Story behind the crosswalks

Prepared by: Lorie Fioze, Manager of Strategic Initiatives

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