



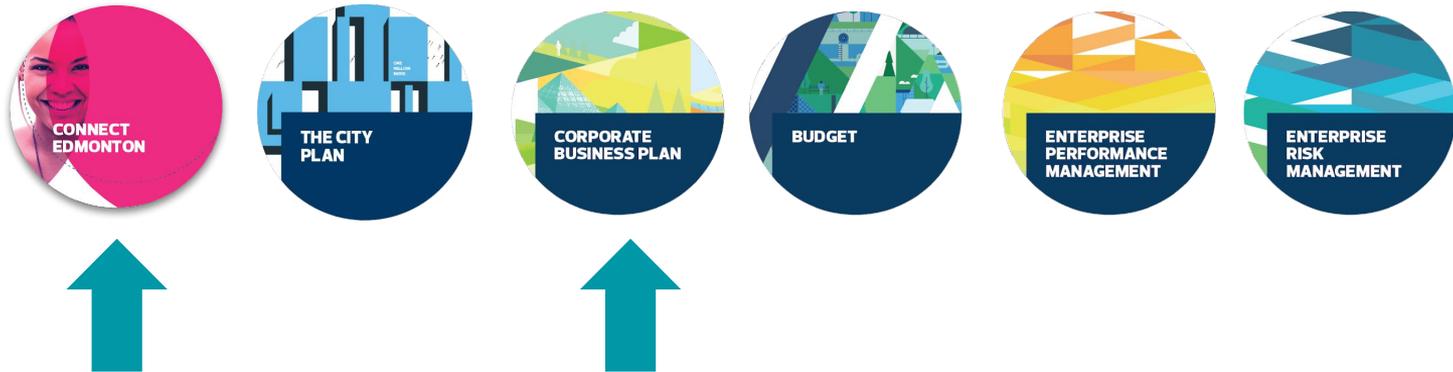
Managing the Corporation *Employee Services*

Diversity & Inclusion

Kim Armstrong, Deputy City Manager, Employee Services
Kelly Buckley, Director, Respect in the Workplace, Employee Services
Mary Sturgeon, Branch Manager, Reputation and Brand, Communications and Engagement

November 3, 2021

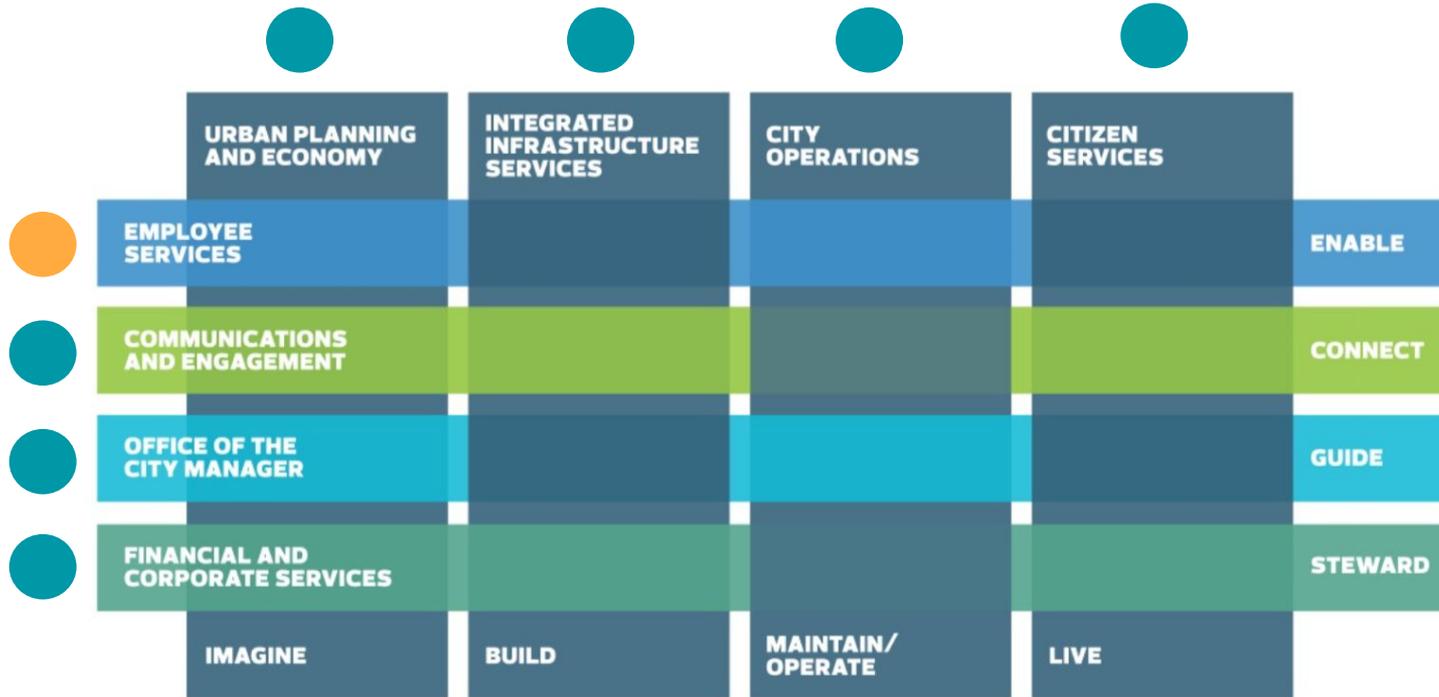
Strategic Wayfinding



Diversity & Inclusion supports the strategic goals in Connect Edmonton and helps us deliver excellent services as per the Corporate Business Plan.

GBA+ will be applied in all of our work.

Corporate Wayfinding



● = Lead Department(s)
 ● = Supporting Department(s)

The next 90 days of Diversity & Inclusion

In the next 30 days and ongoing...

- Council and Committee decision reports, authored by Administration, now have a GBA+ section to describe the ways in which the recommendations consider impacts to diverse communities and support equitable approaches.

Overview

- Approaches to D&I
- The City's Approach
- The Art of Inclusion; Our Diversity & Inclusion Framework
- Gender-based Analysis Plus (GBA+)
- Anti-Racism
- Corporate Accessibility Plan

How the City of Edmonton Does Diversity & Inclusion

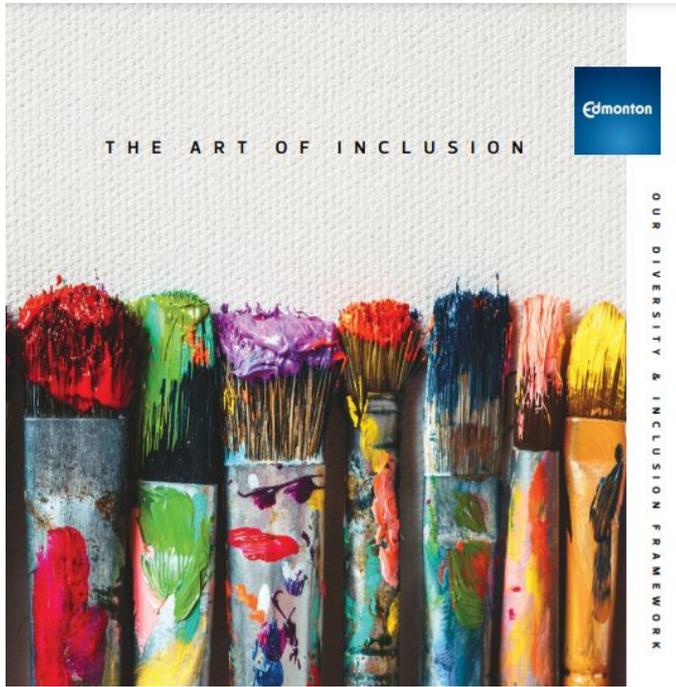
Our approach to inclusion is informed by anti-oppression

- Prioritize Indigenous reconciliation
- Identify and remove barriers in our systems
- Prevent and address discrimination
- Interrupt the status quo

Corporate Approach to Diversity & Inclusion

- Corporate D&I Framework
- D&I Committee in each department
- Corporate D&I Advisory Committee and GBA+ Advisory Committee
- GBA+ Centre of Excellence in each department
- Corporate Accessibility Plan
- Corporate Indigenous Framework
- 4 Employee Resource Networks

The Art of Inclusion; Our Diversity & Inclusion Framework



- Launched in December, 2019
- Replaces 2008 Framework
- Based on research and engagement with employees
- Outlines our Shared Goal for Inclusion, Pillars of Inclusion and GBA+ as our process of inclusion

THE ART OF INCLUSION

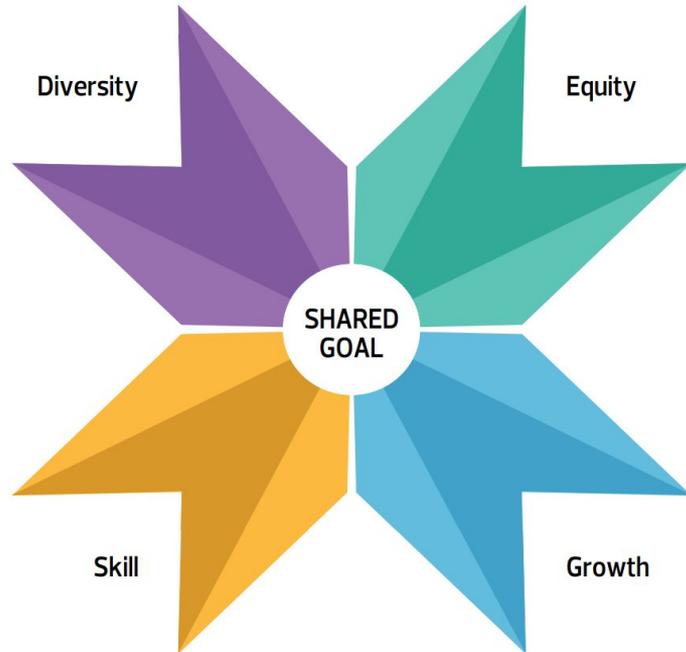


Inclusion

Inclusion creates an environment in which we all feel like we belong and are valued for our unique perspectives. Differences are considered opportunities for individual and organizational growth. Everyone has equal access to opportunities and resources and can contribute fully to our City's success.



The Art of Inclusion; Our Diversity & Inclusion Framework



Pillars of Inclusion

Diversity

We intentionally seek and value diversity

Equity

We implement systems and practices that advance equity and respect

Skill

We develop skills at working inclusively

Growth

We adopt best practices in diversity and inclusion

Pathways to Inclusion

MINDSET

What we know, about ourselves, about others, about inclusion

HEARTSET

Our feelings, attitudes and intentions

SKILLSET

What we do



Our Process of Inclusion: GBA+

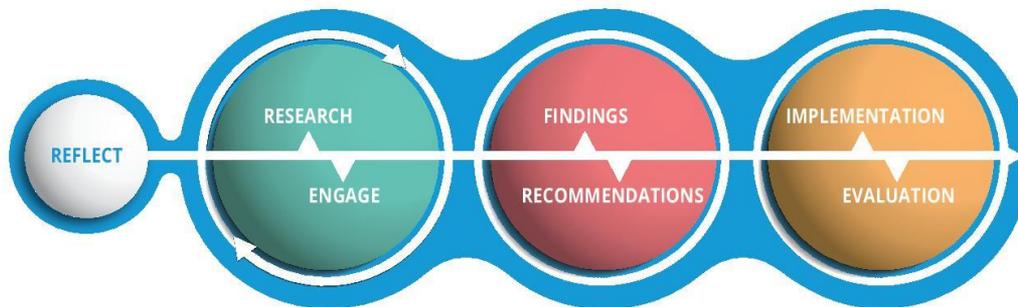


1. Who is excluded or differentially impacted?
2. What contributes to this exclusion?
3. What will we do about it?

Gender-Based Analysis Plus (GBA+)



THE PROCESS OF INCLUSION



REFLECT

Ongoing reflection helps to:

- Consider intersectional diversity
- Identify our own perspectives
- Attend to bias and stereotypes
- Identify missing or marginalized perspectives

RESEARCH

- Seek information through various methods
- Seek disaggregated data
- Determine best practice for inclusion

ENGAGE

- Determine who, when, and how to engage
- Create engagement plans that consider the needs of identified communities

FINDINGS

- Describe what you learned

RECOMMENDATIONS

- Identify equity measures needed to address each finding
- Discern priorities and appropriate actions

IMPLEMENTATION

- Create an implementation plan for each equity measure
- Determine current and future plans

EVALUATION

- Evaluate the effectiveness of your equity measure(s)

Equality



Equity



Intersectionality

The term “**intersectionality**” was coined by Black legal scholar Kimberlé Crenshaw to acknowledge that individuals are affected by existing systems of power, privilege, and oppression differently based on the intersection of their identity factors, social status, and/or lived experiences.

GBA+ Application at the City

Zoning Bylaw Renewal Equity Toolkit

- Tool on equity in drafting regulations
- Impacts of zoning
- Introspection of privilege and equity

HR Systems

- Job postings
- Hiring manager certification
- Collect demographics from applicants

Vision Zero: Safe Mobility Strategy

- Attend to streets that are disproportionately impacted
- Focus on needs of equity groups
- Create a shared understanding of equity concerns

Inclusive Leadership Competencies

Mindset

- Curiosity
- Cultural Competence
- Lifelong learning

Skillset

- Collaboration with diverse perspectives
- Equity Analysis (GBA+)
- Transparency

Heartset

- Self/Bias Awareness
- Courage
- Commitment

Anti-Racism

Anti-racism is the **active process** of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably.

(NAC International Perspectives: Women and Global Solidarity).

Anti-Racism Actions

- Completed anti-racism training (2 days) for Senior Leaders
- Hired an Equity Specialist with an anti-racism focus
- Launched:
 - ◆ Anti-racism training for employees
 - ◆ Indigenous Framework
 - ◆ GBA+ training series for employees
 - ◆ Race&Ethnicity@theCity (employee resource network)
 - ◆ Anti-racism materials for employees and leaders
 - ◆ A Paid Internship Program for Newcomers
- Included racism question in Employee Pulse Check

Anti-Racism Actions

Actions in Progress :

- Post Investigation Support Plans
- Employee Engagement re: D&I Needs
- D&I Policies
- Leadership Diversification Plan
- Employment Systems Review

What is an Employee Resource Network (ERN)

- Groups that benefit the employee, the organization, and the community
- Formed around an equity-deserving and/or marginalized group
- Employee-led and voluntary, within the structure provided
- Inclusive
- Strategic partners

Employee Resource Network as Strategic Partners

- Advocate for equity
- Provide feedback and advice on City initiatives, policies, communications, etc.
- Participate in engagement and consultation activities for City areas needing diverse perspectives

Indigenous Awareness

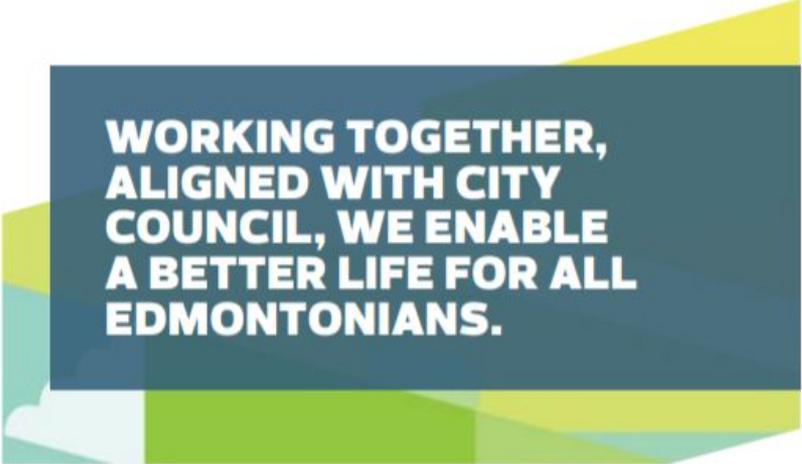
- The City is committed to providing employees with opportunities to increase their awareness of Indigenous peoples, their histories, and their cultures.
- Indigenous Awareness training provides participants with the understanding of the history and impacts of Residential Schools, so we can better serve our citizens and support our colleagues.
- Donna Knebush is the trainer for this program and will be delivering the session to Council in the coming weeks.

"Accessibility is **fundamental** to the quality of life, well-being, and engagement of individuals with disabilities in the social, economic, cultural, spiritual, and political aspects of society."

Accessibility for People with Disabilities Policy C602

Why is Accessibility Important?

- 1 in 5 Canadians have a disability
- Our Corporate Promise
- Accessibility for People with Disabilities Policy
 - ◆ Culture of acceptance and inclusion
 - ◆ Treat with dignity and respect
 - ◆ Incorporate accessibility in services



**WORKING TOGETHER,
ALIGNED WITH CITY
COUNCIL, WE ENABLE
A BETTER LIFE FOR ALL
EDMONTONIANS.**

Accessibility for People with Disabilities Policy

- Equitable opportunities to access, participate and contribute
- Identification, removal, and prevention of accessibility barriers
- Ensuring access to employee services
- Having partner organizations pursue the intent of the policy
- Encourage businesses, institutions, and community groups to incorporate accessibility and universal design

Corporate Accessibility Plan

- Created in consultation with people with disabilities to implement policy commitments
- Incorporates accessibility actions developed by each department
- 64 actions identified in the current Plan (2021-2024)
- Incremental in nature with a phased-in approach
- Implementation from Q3, 2021 to Q2, 2024
- Annual progress reports
- Evaluated and updated every three years

Corporate Accessibility Plan Implementation

- Implementation from Q3, 2021 to Q2, 2024
- Annual progress reports
- Evaluation at the end of three years including deciding next steps

Thank you.

Jill Chesley, Employee Services

Mary Sturgeon,
Communications and
Engagement

The logo for the City of Edmonton, featuring the word "Edmonton" in white text on a dark blue square background.