



Staff Report

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Report To:	General Government Committee	
Date of Meeting:	June 6, 2022	Report Number: CSD-012-22
Submitted By:	George Acorn, Director of Community Services	
Reviewed By:	Mary-Anne Dempster, CAO	By-law Number:
File Number:		Resolution#:
Report Subject:	Diversity in Clarington – 2022 Update on Diversity Initiatives and Clarington’s Diversity Advisory Committee	

Recommendation:

1. That Report CSD-012-22, and any related delegations or communication items, be received for information.

Report Overview

This report provides an overview of the work of Clarington's Diversity Advisory Committee (CDAC), as well as initiatives that staff are undertaking to support Diversity and Inclusion in the Municipality and the workplace. CDAC was formed in 2018 and strives towards a safe, welcoming, and inclusive Clarington by raising awareness and celebrating our community's differences, abilities, and strengths. 2022 saw the completion of the Committee's third full year of operation.

Internally, many diversity and inclusion initiatives have been offered to staff through the work of Clarington's Diversity and Inclusion Staff Team (DIST). DIST continues to review internal policies to identify gaps or areas that need to be reviewed and strengthened. DIST extends the reach of diversity and inclusion across our corporation through employee-driven initiatives that increase the competence of our staff and influence well-informed decision-making.

1. Background

- 1.1 Diversity and Inclusion efforts are coordinated through Clarington's Diversity Advisory Committee, its Anti-Black Racism Subcommittee, and Clarington's Diversity and Inclusion Staff Team, for both the community and the corporation.
- 1.2 All groups meet monthly and while in-person meetings were restricted again this year due to COVID-19, they were able to conduct meetings and events using virtual platforms (Microsoft Teams and Zoom). The Committees will continue to do so until it is safe to return to in-person meetings and events.
- 1.3 Each group developed work plans that outlined their goals and strategies for their success over the past year. Many of their accomplishments are included in this report.

Clarington Diversity Advisory Committee (CDAC)

- 1.4 The Clarington Diversity Advisory Committee (CDAC) is a resident committee that acts as an advisory body for Council. Its mandate is to provide advice, comments, and recommendations on issues affecting diversity in our community, foster awareness, reduce barriers, promote inclusion, and engage our residents.
- 1.5 The Committee is structured with staggered terms to ensure continuity of their work. Four of the members will have served their four-year terms which are set to expire on December 31, 2022. Members each bring their own lived experiences and community connections. They share their perspectives on issues and opportunities helping to promote diversity in Clarington.

Clarington Anti-Black Racism Subcommittee (CABRSC)

- 1.6 The CABRSC, a liaison between the community and the CDAC, was formed in August 2020 as a commitment to break down walls and eliminate racism in the community. CABRSC's focus is on developing strategies to address anti-Black racism and other forms of discrimination in our community. This is accomplished through education and awareness by recommending policies, initiatives, and guidance on matters related to racism to the CDAC.
- 1.7 The CABRSC includes two members of the Diversity Advisory Committee (one of whom acts as Subcommittee Co-Chair), Council Liaison Councillor Ron Hooper, a representative from Clarington Public Library, Clarington residents and is supported by the Staff Liaison.

Clarington Diversity and Inclusion Staff Team (DIST)

- 1.8 The Diversity and Inclusion Staff Team (DIST) was formed in 2020 and is comprised of members of various departments from across the corporation. These members act as ambassadors of the various diversity initiatives that are implemented for our staff team.
- 1.9 Their purpose is to extend the reach of diversity and inclusion across our corporation through employee-driven initiatives with a goal of increasing the competence of our staff and influencing well-informed decision making.

2. Community Initiatives to Support Diversity and Inclusion

Partnerships and Collaboration

- 2.1 The CDAC and CABRSC collaborated with other levels of government and local organizations to discuss ways to further diversity and inclusion in our community. Speakers from various groups were invited to share presentations about initiatives that were related to the work of the CDAC / CABRSC and discussions were had about partnership and collaboration.
- 2.2 These groups included Lakeridge Health's Inclusion, Disability, Equity and Accessibility (IDEA) Focus Groups, the Region of Durham – Diversity, Equity and Inclusion Unit, Durham Regional Police Services and the Peterborough Victoria Northumberland and Clarington Catholic District School Board. Plans include further connection with Bowmanville Rotary Club and the Carion Fenn Foundation.

Durham Regional Police Services Community Safety Council

- 2.3 In 2021, Durham Regional Police Services (DRPS) launched a new Community Safety Advisory Council to provide a foundation for improving service delivery and promote

effective planning, policy, and decision-making that meets the needs of the communities served by DRPS.

- 2.4 The CDAC supported this new Council through participating in the member selection process and currently two representatives (one CDAC and one CABRSC) sit as members of the Council.

Inclusive Spaces Policy

- 2.5 Staff worked with CDAC and CABRSC to create the Inclusive Spaces Policy [CSD-006-22](#) that sets out clear expectations for those using and visiting our buildings, that racism and discrimination will not be tolerated. This Policy was approved by Council through Resolution #GG-161-21.
- 2.6 To support this work, it was also recommended that the Municipality of Clarington request to join the Coalition of Inclusive Municipalities. The Coalition of Inclusive Municipalities, coordinated by the Canadian Commission for UNESCO, is a network of more than 80 municipalities across Canada. The intent is to improve policies against racism, discrimination, exclusion, and intolerance. Through collaboration and sharing of experiences by the members, the coalition undertakes initiatives to eliminate all forms of discrimination to build more inclusive and welcoming communities. The request to join is in progress.

Recognitions and Celebrations

- 2.7 Throughout 2021 and into 2022, recognition continues in a variety of ways for days and months of significance and celebration of diversity. A comprehensive social media plan was developed to highlight and recognize these dates.
- 2.8 In addition to the social media plan, activities were planned for both the community and our staff team. These activities aimed to recognize and provide education around the various days including Indigenous History Month, National Indigenous Peoples Day, Pride Month, and Black History Month. Clarington recognized and celebrated the first-ever National Day for Truth and Reconciliation.
- 2.9 In recognition of Black History Month in February 2022, Clarington's Diversity Advisory Committee partnered with Clarington Public Library to offer a virtual screening of the movie "Icebreakers". The film followed the journey of a "promising teen hockey star (Josh Crooks) in a sport where Black players like him are chronically underrepresented". The event included a discussion with the local athlete, Zechariah Thomas, who is also an elite hockey player. Zechariah candidly shared his experience of racism throughout his hockey career. Further discussions will be had to support our local organizations as they address racism in sports.

Language Translation Services

- 2.10 In 2021, as identified in the Accessibility Update, the Municipality launched a language translation service. The service supports American Sign Language (ASL) and more than 240 languages. Staff can access the translation service for in-person support through a toll-free number or video-on-demand app, or access a conference feature to support phone inquiries, ensuring we are able to provide accessible customer service.
- 2.11 Other than voice services, document translation support, ESL support for a child in recreation programs, and American Sign Language interpretation are all available. Staff used the ASL interpretation during a province-wide virtual event, of which Clarington was a partner.

Municipal Anti-Hate Symposium

- 2.12 In 2021, the Municipality of Clarington partnered with the Cities of London, Oshawa, Hamilton, and Kingston and the Regional Municipality of Durham to offer a full-day virtual event - "Municipal Anti-Hate Symposium: Towards a Collective Approach to Understanding and Dismantling Hate". The symposium was created from discussions between municipalities about hate and hate activity in communities.
- 2.13 The symposium was free and open to municipal staff, leadership, and elected officials. The symposium focussed on how hate, discrimination, and oppression affect different groups within our communities. Expert speakers presented on topics such as challenging hate in local communities, hate mitigation and prevention, and confronting various forms of racism and hate. Over 250 people from across Ontario participated throughout the day and plans are underway for a similar event in 2022.

3. Staff Initiatives to Support Diversity and Inclusion

Pronouns and Inclusive Language

- 3.1 The DIST was asked by Senior Leadership to recommend a corporate position on the use of pronouns in different applications. This practice is becoming more commonplace within other municipalities and workplaces across Ontario. Encouraging the use of pronouns in various settings in the workplace (i.e., email signature, forms, when introducing/greeting each other) helps to create a safe, welcoming, and inclusive environment by accommodating the wide spectrum of gender identities and forms of expression.
- 3.2 A working group researched best practices regarding the use of pronouns. This group consulted with local organizations: PFLAG Canada Durham Region and Durham Alliance Outreach, both of which are 2SLGBTQ support agencies in Durham, for guidance on how to implement the use of pronouns within the Corporation.

- 3.3 A recommendation was made to launch the use of pronouns. Staff and Council can optionally, include their pronouns in their email signature, using a specified template. To support this launch, information and resource sheets were created and Gender Diversity training was offered to provide an opportunity for learning as to why this initiative is so important.
- 3.4 To further support the pronoun implementation, and to promote inclusion broadly, an Inclusive Language Manual has been adopted from the City of Oshawa. This resource addresses inclusive language for gender and 2SLGBTQ, and other dimensions of diversity such as race, age, ability, and more. This manual will be introduced to staff in 2022.

Inclusive Hiring

- 3.5 In 2021, the Municipality received a grant from the Canadian Parks and Recreation Association (CPRA) to support a job placement for youth who experience barriers to employment. Through the [CPRA Youth Employment Experience](#) grant, we received \$10,568.54 for a summer camp position to support a youth with a disability in accessing meaningful employment. Leveraging our relationships with the Abilities Centre and Participation House, we were able to find excellent candidates for the opportunity of Inclusion Counsellor Assistant. Clarington's story was featured in a [CPRA article](#), which highlighted our success at the National level.
- 3.6 The Municipality of Clarington was successful in receiving funding through this program for 2022 as well and will be hiring two more summer positions focussing on youth who may face barriers to employment. One position is in Community Services, the second will be placed in Public Works.

Truth and Reconciliation Staff Committee

- 3.7 A Truth and Reconciliation Staff Committee (TRSC) was formed to examine the Truth and Reconciliation Commission of Canada's 94 Calls to Action. Along with consultation, the purpose is to identify recommendations the Municipality could undertake to move forward with reconciliation. This committee is made up of staff who engage with our Indigenous communities, and who work in areas that could support the various themes identified in the Calls to Action.
- 3.8 The Committee began work in October 2021 and has engaged in research and learning, while making connections, planning, and preparing requests to consult with our Indigenous communities.
- 3.9 The TRSC will continue consultation with our Indigenous communities, to ensure their rights and interests are included in any recommended strategy or action plan. This will be an ongoing process of learning and rebuilding relationships. The staff committee will

provide Council with incremental updates on ongoing work and seek Council approval when decisions are needed.

Leading Equitable and Accessible Delivery (LEAD)

- 3.10 In Fall 2020, the Abilities Centre in Whitby offered the Municipality of Clarington the opportunity to participate in the LEAD process. The Abilities Centre is a national LEAD facilitator and has worked with organizations across Canada. The Municipality of Clarington embraced the process as the first government entity to participate in this initiative.
- 3.11 The LEAD project in Clarington began in Spring 2021. A LEAD Working Group was formed, which included representatives from the Diversity and Inclusion Staff Team, Senior Leadership Team, Council Liaisons to the Accessibility Advisory Committee (AAC) and Diversity Advisory Committee (DAC), and two community representatives – both who are members of the AAC and DAC.
- 3.12 The LEAD Working Group was guided through a facilitation process to identify focus areas, support a rationale for the work that we are doing, and develop action items to support the work plan. The facilitation process took a close look at the nine themes of the LEAD toolkit. These are Leadership, Structure, Governance, Strategy, Financial Management, Supplier-Partnership Management, People Management, Program and Service Delivery, and Facility and Technology Supports.
- 3.13 The result of this work is an Improvement Plan. The Improvement Plan identifies a guiding principle related to each of the nine themes. There are recommended projects to support the principle, with outcomes and supporting action items that will help us to reach success in each of these themes.
- 3.14 Information about LEAD and a summary of the Improvement Plan recommendations were shared with Council in Report [CSD-003-22](#).

CCDI membership

- 3.15 The Municipality of Clarington continued its relationship as an Employer Partner with the Canadian Centre for Diversity and Inclusion (CCDI). This membership demonstrates our commitment to promoting diversity and inclusion and has provided staff and Council with access to a variety of resources and opportunities to support their learning, understanding, and growth.
- 3.16 Throughout 2021, we saw an upward trend of employee engagement with this partnership. Learning opportunities included topics such as inclusive leadership, Black Lives Matter in the workplace, anti-Asian racism, religious inclusion, and

acknowledgement, gender expression and pronoun importance, addressing micro-aggressions and ageism at work.

4. Future Direction

- 4.1 Throughout 2022, the CDAC, the CABRSC, and the DIST will continue to implement their workplan goals. All groups will continue to seek out funding opportunities to supplement the operating budget to support diversity initiatives and training. This will also support opportunities to collaborate with current and new partners to ensure Clarington is welcoming, supportive, and inclusive to all.

5. Concurrence

- 5.1 Not Applicable.

6. Conclusion

- 6.1 It is respectfully recommended that the report on the update of the diversity and inclusion activities in Clarington be received for information. While there has been significant work completed in 2021, much work remains to be done, to achieve the goal of an inclusive community. Staff, with the support of Clarington's Diversity Advisory Committee, Anti-Black Racism Subcommittee and the Diversity and Inclusion Staff Team, are confident we will see many accomplishments over the next few years.

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Attachments:

Not Applicable

Interested Parties:

There are no interested parties to be notified of Council's decision.