

Report Overview

This report provides an update about recent changes to improve the impact of the Inclusion, Diversity, Equity, Anti-Racism and Accessibility program. It also identifies that following a review of the function, the new full-time position is not required at this time due to identified operational efficiencies and seeks direction on how to reallocate the funds.

1. Background

- 1.1 As Clarington grows, our population is diversifying. Clarington's Inclusion, Diversity, Equity, Anti-Racism and Accessibility programs play a critical role in supporting a safe, diverse, inclusive and vibrant community. The goal of the Connect Pillar in the [2024-27 Clarington Strategic Plan](#) is to cultivate a strong, thriving and connected community where everyone is welcome. Clarington is committed to advancing this priority through policy, community initiatives, training, public education and a continuous commitment to creating meaningful and lasting change.
- 1.2 In 2024, Council approved Clarington's first [IDEA Strategy](#) as well as the [2024-28 Multi-Year Accessibility Plan](#). These plans detail the strategic objectives that IDEA and Accessibility Staff will work to achieve over the next four years.
- 1.3 IDEA and Accessibility initiatives are also informed by three Committees of Council, made up of dedicated volunteers who ensure a diversity of voices are contributing to Clarington's IDEA&A work and to contribute to a greater impact in the community:
 - Clarington Accessibility Advisory Committee (CAAC)
 - Diversity Advisory Committee (CAC)
 - Anti-Black Racism Advisory Committee (ABRAC)
- 1.4 Through the [2025 Budget Update](#), Council approved an additional staff resource for the IDEA portfolio (Grade 6 – non-affiliated), \$100,800, to support workload pressures.
- 1.5 In January 2025, the IDEA and Accessibility portfolio moved to the Office of the CAO, with an aim to reaffirm Clarington's commitment to the importance of these functions and underline their priority at the most senior level of the organization.

2. Indigenous Engagement

- 2.1 There is an identified need for Clarington to formalize its strategy and approach to building and maintaining respectful relationships with Indigenous peoples and communities.

- 2.2 An Indigenous Engagement Framework would help ensure the Municipality engages meaningfully to inform decision-making and project development, including meeting obligations from other levels of government. It will also support the Municipality of Clarington's Reconciliation efforts, with the aim to repair and build relationships with Indigenous Peoples and create a more just and inclusive community.
- 2.3 As Indigenous Relations is a specialized expertise not currently available in-house, Staff will retain outside expertise to help develop an Indigenous Engagement Framework and Toolkit for Municipal staff. This will be funded from the existing program budget.
- 2.4 As Indigenous Relations is a government-to-government/nation-to-nation relationship, the Indigenous Relations function will be elevated to a responsibility of the Strategic Initiatives – Government Relations portfolio. The IDEA&A portfolio will continue to provide support, and lead education and inclusion initiatives as related to Truth and Reconciliation and Indigenous Peoples and culture.

3. Program Review

- 3.1 Following the transition of IDEA and Accessibility to the Office of the CAO, a program review was undertaken as part of the merge to understand opportunities to leverage economies of scale.
- 3.2 Following a review of workplans, strategies and deliverables, several synergies were identified. For example, in addition to the Indigenous Relations work identified above, grant facilitation work for diversity and accessibility initiatives was historically undertaken by IDEA&A staff but is now led by the centralized Grant Administration program. In addition, Communications will take on additional public education and promotion activities to support IDEA&A initiatives.
- 3.3 As such, the additional staff resource for the IDEA portfolio originally approved through the 2025 Budget Update is not required at this time. As a growing and diversifying Municipality, Staff will continue to build and develop the IDEA&A program to ensure it is effectively contributing to fostering a more diverse, equitable and inclusive community and workforce. Should an additional resource be required in the future as the program grows, Staff will bring a Business Case to Council through the budget process.

4. Financial Considerations

- 4.1 The additional staff resource for the IDEA portfolio (Grade 6 – non-affiliated), \$100,800 originally approved as part of the 2025 Budget Update, is not required at this time. As such, Staff seek Council's direction to reallocate the funding through one of the following two options:

- a) The funds be moved to the Future Staffing Reserve Fund to help offset future impacts to the tax levy.
- b) The funds may be reallocated to fund the newly approved Grant and Project Coordinator position. This role was approved in the 2025 Budget Update, with a financing strategy to recover salary costs against grants earned by the position. This option would provide for the grant funding earned to support programs solely and reduce tax support required to offset the cost.

c) Strategic Plan

- 4.2 The Inclusion, Diversity, Equity, Anti-Racism and Accessibility program is critical to supporting the 2024-27 Strategic Plan Connect Pillar's objective to cultivate a strong, thriving, and connected community where everyone is welcome.

d) Climate Change

Not Applicable.

e) Concurrence

Not Applicable.

f) Conclusion

It is respectfully recommended that Council receive this report for information and provide direction to staff on the identified salary redundancy.

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Attachments:

Not Applicable

Interested Parties:

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