



Staff Report for Committee of the Whole Meeting

Date of Meeting: September 17, 2018

Report Number: [SRCFS.18.043]

Department: Corporate and Financial Services

Division: Human Resources

Subject: **SRCFS.18.043 Endorsement of York Region
Inclusion Charter**

Purpose:

To present the York Region Inclusion Charter and the proposed Town of Richmond Hill commitment statement to Council for consideration and possible endorsement.

Recommendation(s):

- a) That Council endorse the York Region Inclusion Charter, including the Town of Richmond Hill commitment statement attached as Appendix B to staff report SRCFS.18.043 and
- b) That this report and Council's endorsement of the York Region Inclusion Charter including Richmond Hill's commitment statement be forwarded to the Region of York for their information.

Contact Person:

Tricia Myatt, Manager, Workforce Planning, ext. 5463

Stephen Huycke, Director, Legislative Services / Town Clerk, ext. 2529

Report Approval:

Submitted by: Mary-Anne Dempster, Commissioner of Corporate and Financial Services

Approved by: Neil Garbe, Chief Administrative Officer

All reports are electronically reviewed and/or approved by the Division Director, Treasurer (as required), Town Solicitor (as required), Commissioner, and Chief Administrative Officer. Details of the reports approval are attached.

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Background:

Diversity within the Town of Richmond Hill and throughout York Region is a source of strength in our communities. Being welcoming and inclusive is also an important part of what makes a community vibrant and livable. The purpose of this report is to provide information regarding the development of the York Region Inclusion Charter and to seek Council's endorsement of the Inclusion Charter including Richmond Hill's commitment statement.

The York Region Inclusion Charter

York Region's Community Partnership Council (CPC), which leads strategies to welcome newcomers to York Region, identified the need to develop an inclusion charter as an effective way to address the rapidly changing demographics within the Region. The Manager of Policy and Intergovernmental Affairs represents the Town on the CPC.

In response to this direction, in 2016, the York Region Diversity and Inclusion Group was formed. York Region and York Regional Police co-chair the group. It includes twenty member organizations that serve people who live, work and visit the Region including: municipalities; police services; hospitals; school boards; conservation authorities; and the United Way of Greater Toronto. The Town of Richmond Hill is represented on this Committee by the Director of Human Resources and the Director of Legislative Services / Town Clerk.

This group is leading the development of the York Region Inclusion Charter. It has involved consultations and discussions with over 1800 residents and organizations throughout York Region between 2015 and 2017. Note that consultations completed in 2015, prior to the Municipal Diversity and Inclusion Group being formed, were through the Community Partnership Council.

The results of this consultation indicated that an inclusion charter should be an inspirational document that expresses a common vision while allowing each endorsing group to reflect their own mandates, strategies and communities they serve. The end result is the York Region Inclusion Charter which is attached as Appendix A to staff report SRCFS.18.043.

As noted above, the Inclusion Charter is designed to include a common commitment to inclusion by all participating community partners and is set out in the first two paragraphs as follows:

"The Inclusion Charter for York Region is a community initiative that brings together businesses, community organizations, municipalities, police services, hospitals, school boards, conservation authorities and agencies with a common commitment to create an inclusive environment with equality for all who work, live and play here. Together our organizations share the vision of York Region as a welcoming and inclusive community where diversity is celebrated and where

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everyone can develop to their full potential, participate freely in society and live with respect, dignity and freedom from discrimination.

The Charter reflects an evolving approach in support of existing federal and provincial legislation that promotes human rights and accessibility. By endorsing this Charter we affirm our commitment to inclusion, whereby all people feel they belong and have access to the same opportunities.”

The third paragraph is to be tailored by each community partner to express its commitment statement to inclusivity. By having their own customized paragraph, each community partner is able to align their specific mandates, strategies and communities with the common commitment expressed in the first two paragraphs. York Region’s commitment statement is shown in the third paragraph of their Inclusion Charter and is as follows:

“Together with other participating organizations, The Regional Municipality of York is committed to taking action to achieve the vision of the Charter in our organization and in the community. The Region celebrates its growing and diverse population as a source of strength, vitality and economic opportunity. The Region’s commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience.”

York Region endorsed its Inclusion Charter on June 28, 2018. It is expected that all Municipal Diversity and Inclusivity Group members as well as Community Partnership Council members will bring their own customized Inclusion Charter to their leadership teams for endorsement. To date, a number of organizations have endorsed the Charter including: the Town of Georgina, the York Region District School Board, Markham Stouffville Hospital, Southlake Regional Health Centre, the United Way of Greater Toronto, the York Region Children’s Aid Society and the Toronto and Region Conservation Authority. Endorsement activities will continue throughout the remainder of 2018 and into 2019.

Richmond Hill’s Proposed Commitment Statement and Endorsement of the Inclusion Charter

In response to this request for endorsement, the following commitment statement is proposed for Richmond Hill’s Inclusion Charter:

“Together with other participating organizations, The Town of Richmond Hill is committed to taking action to achieve the vision of the Charter in our organization and in the community.

Richmond Hill celebrates its growing and diverse population and staff as a source of strength and vitality. The Charter supports the Town’s commitment to inclusion and enhances our ongoing work to attract and retain the best talent,

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promote innovation and provide an excellent service experience. Richmond Hill's dedication to inclusion enhances its vision to be a place where people come together to build their community."

This statement reflects Richmond Hill's commitment to the community and its employees to being inclusive. The complete proposed Inclusion Charter for Richmond Hill is attached as Appendix B to Staff Report SRCFS.18.043.

If Council endorses the Inclusion Charter it is recommended that a copy of this report and Council's endorsement be provided to York Region.

Financial/Staffing/Other Implications:

There are no financial, staffing or other implications as a result of this report.

Relationship to the Strategic Plan:

Participation in the development of the York Region Inclusion Charter through our membership on the Community Partnership Council and the Municipal Diversity and Inclusion Group directly aligns with all four goals of the Strategic Plan. By supporting the Charter and being inclusive we are:

- ensuring there are strong connections throughout the community and workplace;
- providing better choice by being open to everyone and providing opportunities for all;
- creating a more vibrant community; and
- wisely managing our resources by continuing to work to attract and retain the best talent so we may continue to provide exceptional public service.

An inclusive community is truly one "where people come together to build our community".

Conclusion:

Richmond Hill believes that diversity is one of our strengths as both a community and an organization. In addition, Richmond Hill is fully supportive and strives to be inclusive through creating an environment where everyone can develop to their fullest potential, participate freely and live with respect, dignity and freedom from discrimination. Endorsement of the York Region Inclusion Charter and creating a Richmond Hill specific commitment statement to include in our Inclusion Charter fully shows the Town's belief in being an inclusive community and organization.

Attachments:

The following attached documents may include scanned images of appendixes, maps and photographs. If you require an alternative format please call contact person listed in this document.

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- Appendix A – York Region Inclusion Charter
- Appendix B – Proposed Richmond Hill Inclusion Charter

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Report Approval Details

Document Title:	SRCFS.18.043.docx
Attachments:	- SRCFS.18.043 - Appendix A - Inclusion Charter York Region.pdf - SRCFS.18.043 - Appendix B - Proposed Richmond Hill Inclusion Charter.docx
Final Approval Date:	Aug 29, 2018

This report and all of its attachments were approved and signed as outlined below:

MaryAnne Dempster - Aug 29, 2018 - 1:55 PM

Neil Garbe - Aug 29, 2018 - 2:00 PM