

# CITY OF HAMILTON

## MOTION

Council Date: February 27, 2019

**MOVED BY MAYOR F. EISENBERGER.....**

**SECONDED BY COUNCILLOR M. Wilson.....**

### **Equity Diversity & Inclusion Lens**

WHEREAS, the City of Hamilton currently has a number of important initiatives that support equity, diversity and inclusion;

WHEREAS, in 2005 Council approved the funding for the development of an Equity and Inclusion Policy;

WHEREAS, in 2010 Council adopted an Equity & Inclusion Policy;

WHEREAS, inequities persist as highlighted by numerous studies, including Hamilton's low ranking in the Canadian Centre for Policy alternatives report "The Best and Worst Places to Be a Women in Canada" and the highest ranking of police reported hate crimes in the Country as reported in a 2018 Statistics Canada study;

WHEREAS, the Government of Canada, cities of Edmonton, Toronto, Ottawa and Halifax have implemented gender, diversity and inclusion goals and framework at an operational level;

WHEREAS, dedicated effort is required to continue to reduce barriers and advance equity, diversity and inclusion in a holistic manner across the City;

WHEREAS, the development and implementation of an equity and inclusion lens was originally recommended in 2010 and remains outstanding; and,

WHEREAS, an equity, diversity and inclusion lens is an analytical tool that helps ensure City policies, programs and services result in equitable outcomes for all residents, removing systemic barriers for both employees and residents to facilitate the full participation of everyone.

THEREFORE, BE IT RESOLVED:

- (a) That staff be directed to prepare a report on the steps that would be required to implement an equity-diversity-and-inclusion lens framework to City policy and

program development, practices, service delivery, budgeting, business planning and prioritization, and report back to the General Issues Committee no later than Q3 2019;

- (b) That, implementation of the equity, diversity and inclusion lens begin in the City's Housing & Homelessness Strategy and service delivery;
- (c) That the attached draft Equity, Diversity & Inclusion toolkit, developed to support existing work by staff, be reviewed, edited and revised as required following consultations with internal and external stakeholders and made available as a resource to City staff and the community;
- (d) That the City Manager, in partnership with the various Volunteer Advisory Committees representing equity seeking groups, be directed to plan and execute an Equity, Diversity and Inclusion Summit through which members of Council and the public can hear directly from subject matter experts and the community on equity practices and how an equity, diversity and inclusion lens could be integrated and incorporated into public policy and service delivery;
- (e) That the costs associated with the Hamilton Equity, Diversity and Inclusion Summit be funded from the Mayor's Office, up to a maximum of \$5,000;
- (f) That as part of ongoing efforts to develop and advance the equity, diversity and inclusion analysis, staff participate in relevant, provincial and federal equity, diversity and inclusion related initiatives.