



## **EQUITY AND INCLUSION POLICY**

### **Policy Statement**

The City of Hamilton commits to ensuring that Council and all levels of corporate management embed the principles of Equity and Inclusion into the way that the City does business delivers services and programs and provides opportunities.

### **The Purpose**

The Policy's purpose is to enhance and strengthen Council's decisions and to apply the principles of Equity, Inclusion, Diversity and Public engagement to all City of Hamilton's processes, policies, practices, programs, services, opportunities, actions, corporate strategic plans and departmental goals in ensuring beneficial outcomes and improved quality of life for all of the City's internal and external stakeholders.

### **Responsibility for Policy Implementation**

This policy applies to council, all levels of City management, staff, and volunteers.

### **Definitions**

The principle of **Equity** underpins our inherent belief in the human rights of all persons.

The City of Hamilton believes that, in Canada's highly differentiated socio-economic society, all stakeholder communities, with the groups and individuals that they include, have the right to barrier free access to resources, decision-making, expertise, experience, connections,

information and opportunities through solutions that match their needs.

The principle of **Inclusion** creates a sense of belonging.

The City of Hamilton believes that respect is due to each and every person. All persons must be valued for whom they are. They must feel a level of supportive energy and commitment from others in order to give of their best, at work and in the society at large.

The principle of **Diversity** validates the sum total of potential found in any group of people.

The City of Hamilton recognizes the positive power and richness that exists when different communities, groups and individuals with a variety of backgrounds, orientations, expressions, identities, skills and experience participate in and contribute to, the City's workforce and to its socio-economic environments.

The principle of **Public Engagement** ensures an organization's mutually beneficial connections with one or more of its stakeholder communities.

The City of Hamilton commits to an approach and related processes by which to engage equitably with one or more of its stakeholder communities in order to plan and implement initiatives that will achieve mutually beneficial outcomes.

### **The Policy's Corporate Alignment**

The Policy is in corporate alignment with the City's Vision, Canadian Charter of Rights and Freedoms; the Ontario Human Rights Code; the Employment Standards Act; and the Accessibility for Ontarians with Disabilities Act (AODA) 2005. It is also aligned with the Harassment and Discrimination Prevention Policy.

### **Administration**

The Access and Equity Office will support management in implementing the Policy into the way the City plans, implements and evaluates programs, services and

opportunities that respond to the needs of all the City's communities.

The Office encourages and supports public engagement when Council is dealing with issues that might relate to race, sex, gender, skin colour, Aboriginal/First Nations/Metis/Inuit Peoples, disability, age, marital status, socio-economic status, culture, religion, creed, language, ethnic origin, sexual orientation, immigrant status, family status, same sex partnership, gender expression, and gender identification. In doing so, the Office works closely with the Council Advisory Committees and Human Resources and meets regularly with leaders, groups and organizations from the under-served communities.

## **Commitment**

Hamilton City Council, management and staff, through the Equity and Inclusion Policy, commits to meeting the needs of the City's under-served communities when meeting the needs of all its communities.

The City of Hamilton is committed to continuously engaging under-served communities through a consultative process in order to remove barriers in accessing programs, services, and opportunities.

Each group of stakeholders has identified key areas around barriers in accessing City services, programs, and opportunities. The following supporting policy statements identify the needs and deficiencies of the under-served communities to be supported in the overall Equity and Inclusion Policy.

The Equity and Inclusion Policy (henceforth called the Policy) articulates the Council's commitment to meeting the needs of the under-served communities within City services, programs and opportunities as follows:

- Aboriginal/First Nations/Metis and Inuit Peoples
- Creed -- groups and individuals

- Sexual Orientation, Gender Identity<sup>1</sup> & Gender Expression
- Newcomers and New Canadians
- Socio-Economic Equity & Persons Living in Poverty
- Persons with Disabilities
- Racialized Peoples
- Seniors
- Women
- Youth

<b>Approval</b>	August 10, 2010
<b>Revised</b>	February 12, 2016
<b>Contact</b>	Access and Equity Office 905-546-2424 ext. 6419

<sup>1</sup> (Lesbian, Gay, Bisexual, Transgender, Transsexual, Two-spirited, Queer and Questioning communities – LGBTTTQQ)