



CITY POLICY

POLICY NUMBER: C538

REFERENCE:

Alberta Human Rights and Citizenship Act
Bylaw 13194 Advisory Board for Persons with Disabilities
Bylaw 13720 Aboriginal Urban Affairs Committee
Council Policy C167A Recreation User Fee
Council Policy C463 Accessibility to City of Edmonton Owned and Occupied buildings
Council Policy C466 Integration of Persons with Disabilities
Council Policy C513 Public Involvement
Council Policy C529 Immigration and Settlement
Declaration - Coalition of Municipalities Against Racism and Discrimination (May 2007)
Declaration - Strengthening Relationships Between the City of Edmonton and Urban Aboriginal People (August 2005)
Administrative Directive (A1104) Hiring
Administrative Directive (A1126) Duty to Accommodate Disabilities
Administrative Directive (A1127) Respectful Workplace

ADOPTED BY:

City Council 17 December 2008

SUPERSEDES:

New

PREPARED BY: Office of Diversity and Inclusion
Deputy City Manager's Office

DATE: 12 November 2008

TITLE: **Diversity and Inclusion**

Policy Statement:

Edmonton is a city made rich, vibrant and energetic by the diversity of its citizens and communities. Diversity is a defining feature of Edmonton's past, present and future. A fundamental relationship exists between the diversity of our city and its capacity for cultural, economic, social and political excellence.

Deriving the greatest benefit from our diversity requires a deliberate, ongoing strategy of inclusion. Through inclusion the City of Edmonton makes full, effective use of the broad range of talents, abilities and perspectives found amongst our citizens. The City strives to develop all facets of City policy and operations to allow each citizen to participate fully in the life of their city, and to allow each to feel they are a respected and valued member of the community with a stake in Edmonton's future.

1. All activities of the City of Edmonton and those of its Agencies, Boards and Commissions will be inclusive in nature. The City will incorporate deliberate and ongoing strategies of inclusion when developing, modifying or implementing policies, directives, processes, practices, programs and services.

This policy is subject to any specific provisions of the Municipal Government Act or other relevant legislation or Union Agreement.



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2. The City of Edmonton will regularly demonstrate progress towards accomplishment of the following goals, which are basic to an inclusive city:
 - a. creation of a municipal workforce broadly reflective of the citizens and communities it serves
 - b. identification and removal of barriers to participation, and barriers to service access, within the City.
 3. The City of Edmonton will encourage institutions, organizations, community groups and individuals in Edmonton to adopt inclusive approaches to diversity.

The purpose of this policy is to:

Express the City of Edmonton's values respecting diversity and inclusion and to ensure the City's unwavering commitment to cultural, economic, social and political excellence.

DEFINITIONS

Diversity - the range of human difference; each person has layers of diversity which make their perspective unique.

Inclusion - involving and valuing human differences and viewing such differences as strengths



CITY PROCEDURE

POLICY NUMBER: C538

AUTHORITY: City Manager

EFFECTIVE DATE: *(date City Manager approves Procedure)*

TITLE: Diversity and Inclusion

PAGE: 1 of 1

The Procedure identifying how Administration will achieve the objectives of Policy C538 is the City of Edmonton's *Diversity & Inclusion Framework and Implementation Plan.*

City Policy (C538)

Diversity and Inclusion

Approved at City Council (October 17, 2008)

City Procedure (C538)

Approved by



City Manager

Date *March 19/09*