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.
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
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

March 19/09

Date

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