

Myth #1: Does diversity means ethnic diversity?

No, the City of Edmonton has a broad meaning of diversity. The City of Edmonton defines diversity as the range of human difference. It includes a person's age, socioeconomic background, gender, racial, sexual orientation, ethnicity, ancestry, disability, religion, or physical characteristics. Each person has layers of diversity which makes their perspective unique. Individuals may share a common factor, such as age but they may differ regarding their gender, ethnicity, or socioeconomic background.

Myth #2: Does the City of Edmonton hire employees based on the Employment Equity (quota system) set out by the Federal Government?

No. The City aims to employ a workforce that broadly reflects the population of Edmonton. This will be achieved by removing barriers (e.g., policies or practices that unintentionally exclude people) and promote an inclusive and respectful workplace culture. The City has a transparent and consistent hiring policy to ensure individuals best suited for a position are hired irrespective of their age, socioeconomic background, gender, racial, sexual orientation, ethnicity, ancestry, dis/ability, religion, or physical characteristics.

Myth #3: Is the City of Edmonton the only municipality that has a Diversity and Inclusion office and/or policy within Canada?

No, Most major urban municipalities across Canada have a diversity, or similar business unit, helping to build a respectful and inclusive workplace that reflects of demographics of their citizens.

Myth #4: Does the Respectful Workplace Directive openly invite complaints and enable disputes in the workplace?

No, Respectful workplace training is available for all City staff. This training clarifies the City of Edmonton's policy, directive, and framework regarding diversity and inclusion. Employees understand their human rights. Human rights contribute to us all working and operating in a respectful and inclusive manner. The respectful workplace training serves to educate and prevent disputes to ensure a safe, respectful, and inclusive workplace for all.

Myth #5: Does a diverse and inclusive workplace take more time and resources?

No Diversity is not an extra job. Diversity and inclusion are how we do business to respond to an increasingly diverse customer. For example, installing a large doorway is accessible to both seniors and people in wheelchairs. Or it can be as simple as greeting employees at the beginning of the staff meeting.

Myth #6: Does diversity include white males?

Yes, absolutely. Incorporating the range of differences is strength and very important to the City of Edmonton. Exclusion runs counter to the principles of diversity and inclusion. Successful diversity initiatives are based on including everyone.

Myth #7: Do most people have biases and prejudices.

Yes, most people do. When human beings encounter things that are unfamiliar it is natural for them to have biases, assumptions and prejudgments. Given that we are all of equal human worth, it is important to be open-minded and treat individuals with dignity and respect.

Myth #8: Does diversity and inclusion policy only apply to certain departments and staff.

No it applies to all staff, contractors, departments and volunteers. The Diversity and Inclusion Corporate Framework reflects Senior Management Team's vision of creating an innovative organization that works smart, a City workforce that attracts and leverages diversity in its staff to create programs and services that meet the diverse needs of the changing communities we serve.