

Staff Report



To	Committee of the Whole
Service Area	Office of the Chief Administrative Officer
Date	Monday, January 11, 2021
Subject	Coalition of Inclusive Municipalities

Recommendation

1. That City Council requests to join the Coalition of Inclusive Municipalities and endorses the Coalition of Inclusive Municipalities' 10 Common Commitments.
 2. That staff be directed to facilitate the Mayor's signing of a formal declaration to join the Coalition.
 3. That staff be directed to take any additional measures necessary to join the Coalition of Inclusive Municipalities, including the development of a plan of action.
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Executive Summary

Purpose of Report

To recommend to Council and seek approval for the City of Guelph to join the Coalition of Inclusive Municipalities.

Key Findings

The Coalition of Inclusive Municipalities is a network of Canadian local governments committed to diversity and inclusion that is coordinated by the Canadian Commission for the United Nations Educational Scientific and Cultural Organization (UNESCO). The Coalition is also a member of UNESCO's International Coalition of Inclusive and Sustainable Cities (ICCAR), enabling participating municipalities to engage in inclusion and diversity efforts at an international scale.

The City of Guelph is well positioned to make a case to join the Coalition and in addition to a long-standing commitment to inclusion, has embarked upon three streams of action to support anti-racism, inclusion, diversity and equity efforts within the municipality.

Joining the Coalition requires a formal resolution from Council and the signing of a formal declaration (Attachment 1). It also requires that the City endorse the Coalition's 10 Common Commitments and formalize a plan of action to foster change. The City has already commenced work that aligns with the Coalition approach prior to this request as documented in several information reports.

Joining will bring forward several important benefits including providing the opportunity to learn from 82 other municipalities across Canada who are members of the Coalition, as well as from international best practices. It will allow us to access key resources and networks to help support the City in its work and provide

a good platform for the City to share what it learns over the coming years. Joining the coalition will also support the formalization of a plan of action and reinforce public accountability for this critical program of work.

Financial Implications

The Community Plan and Employee Diversity and Inclusion Plan initiatives are funded through existing budget. Any additional initiatives that require funding would come forward as part of the normal budgeting processes.

Report

Background

Formerly known as the Canadian Coalition of Municipalities Against Racism and Discrimination, the [Coalition of Inclusive Municipalities](#) is a network of 82+ municipal governments across Canada that is coordinated by the Canadian Commission for UNESCO.

The Coalition is also part of UNESCO's International Coalition of Inclusive and Sustainable Cities (ICCAR network).

In Canada, the Coalition seeks to:

- Improve municipal practices to advance social inclusion;
- Establish policies to eradicate all forms of racism and discrimination; and
- Promote human rights and diversity.

The Coalition is actively seeking new members, and staff believe that joining the coalition will support the City's inclusion, diversity and anti-racism efforts that it continues to action in partnership with the broader community and other local organizations and groups.

Alignment to Our Existing Work—Our Case to Join

Joining the Coalition is a clear next step for the City given our existing commitments and action in this area. There are several reports that summarize the City's current efforts to combat discrimination of all kinds and promote equity for everyone. The organization is working proactively in three main streams of work:

1. Supporting community-driven systemic action through the Community Plan.
2. Creating and maintaining an inclusive workplace through the launch of the Employee Diversity and Inclusion Plan.
3. Acting on Strategic Plan opportunities to embed anti-racism and inclusion practices and principles into our services, service delivery, policies and decision-making processes.

The following Council reports summarize the key actions moving forward under these three streams. These reports demonstrate that the municipality is aligned with the Coalition and the 10 Common Commitments listed further on below. In addition to the reports below, the City has for many years championed inclusion, diversity and anti-discrimination.

[Council Information Report, July 24, 2020](#)

[Council Information Report, November 27, 2020](#)

What Does Membership Entail?

Membership in the Coalition requires participation as outlined below. Notably, the Ontario Human Rights Commission promotes the Coalition and has resources that encourage municipalities in the province to get involved.

- The Coalition meets 1-2 times a year.
- The Coalition has a working group consisting of member municipalities and civil society groups that meets more regularly to coordinate the Coalition's activities and direction.
- Members are encouraged to develop Action Plans to advance inclusivity locally and the Coalition can offer guidance and support for these initiatives.
- Member municipalities can also plug into international work coordinated by UNESCO's ICCAR network.

The Common Commitments

Members of the Coalition endorse the following 10 commitments as a condition of membership.

The municipality as a guardian that respects the public interest

1. Increasing vigilance against systemic and individual discrimination.
2. Monitoring discrimination in the municipality and taking action to address it.
3. Supporting individuals who experience discrimination.
4. Providing police services that are exemplary institutions for fighting discrimination.

The municipality as an organization that upholds human rights

5. Providing equal opportunities as a municipal employer, service provider, and contractor.
6. Supporting measures that promote equity in the labour market.
7. Challenging discrimination and promoting diversity and equal opportunities in housing.

The municipality as a community that promotes diversity

8. Involving citizens by giving them a voice in anti-racism initiatives and decision-making.
9. Challenging discrimination and promoting diversity and equal opportunities in education and other forms of learning.
10. Promoting the respect, knowledge, and appreciation of cultural diversity and the inclusion of Indigenous and racialized communities in the cultural fabric of the municipality.

Benefits of Joining

The Coalition will provide the City with a key opportunity for networking and best practice sharing with other Canadian municipalities prioritizing diversity and inclusion.

The Coalition works collaboratively with member municipalities to develop one or two resources a year. If the City joins, Guelph can also share its learning with others and take part in the development of these resources.

Joining the Coalition would also allow the City to publicly signal its commitment to diversity and inclusion while contributing to the work of Coalition. It will also

provide the opportunity to consolidate its actions both those underway and those planned into one coherent action plan, informed by the community and partners.

To join the Coalition, the City requires a formal resolution from Council as recommended in this report and following that a formal signing of a declaration to join (see attachment 1-Declaration to join Coalition of Inclusive Municipalities). As part of the application process, passing the resolution and signing the declaration would demonstrate the municipality's support of the Coalition's Common Commitments.

Next Steps

Following the Council resolution to seek membership in the Coalition, staff will work with the Canadian Commission for UNESCO to formalize the application. Staff will also organize communications and the official signing of the declaration along with any other steps necessary to join the Coalition

Additionally, staff will continue its workplan as outlined in the recent [information report](#) and formalize this significant body of work, which forms the basis of an action plan. The Anti-racism, Inclusion and Diversity staff working group will continue to play a coordinating role in the formalization of the action plan and its implementation.

Financial Implications

The Community Plan and Employee Diversity and Inclusion Plan initiatives are funded through existing budget. Any additional initiatives that require funding would come forward as part of the normal budget processes.

Consultations

Danna Evans, General Manager, Culture and Recreation;

Mark Ellis, General Manager, Human Resources;

Dylan McMahon, Manager Legislative Services/Deputy City Clerk;

Joanne Oliver, Talent and Organizational Development Specialist;

John Regan, General Manager, Economic Development and Tourism;

Tara Sprigg, General Manager, Communications and Customer Service;

Stewart McDonough, Community Plan Activator;

Stephen O'Brien, General Manager City Clerk's Office/City Clerk;

Krista Walkey, General Manager, Planning and Building Services;

Katherine Galley, Strategic Communications Program Advisor;

Stacey Dunnigan, Strategic Business Advisor;

Leanne Warren, Accessibility Project Specialist;

Kerry Pletch, Manager, Talent and Organizational Development

Strategic Plan Alignment

The work identified in this report directly aligns to the Strategic Plan. Through the Working Together for our Future priority, this work will improve our ability to attract and develop accountable employees who work collaboratively and creatively to

deliver services, as well as improve how the City communicates with residents and delivers services. In addition, this work aligns with the Powering our Future priority. Specifically, to help businesses succeed and add value to the community.

Attachments

Attachment-1 Declaration to join Coalition of Inclusive Municipalities

Departmental Approval

None.

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