

**Policy Title: EQUITY, DIVERSITY AND INCLUSION POLICY**

**Policy #: E-015**

**Effective Date: July 6, 2021**

**Date adopted by Council: July 6, 2021**



## **POLICY STATEMENT**

The Municipality of Jasper recognizes that a successful community is one in which unique contributions by residents of different backgrounds, abilities and orientations are welcomed, invited and actively sought.

The Municipality of Jasper is committed to model organizational equity, inclusion and diversity to more effectively serve its diverse community through equitable policy and operations that allow every citizen to participate in all aspects of community life.

The Municipality of Jasper will continuously strive to identify and then reduce or remove impediments to equity, inclusion and diversity within its workplace, and to reduce barriers to public participation in municipal facilities, programs, services, and engagement opportunities.

## **PURPOSE**

To provide informed, authentic leadership for organizational equity, the Municipality of Jasper will, by adopting this policy:

- recognize diversity, inclusion, and equity as critical to ensuring the well-being of staff and the community we serve;
- identify, acknowledge and dismantle inequities within our policies, systems, programs, and services, and continually update and report on organization progress;
- identify and address underlying assumptions which interfere with inclusiveness;
- advocate for and support organization-wide thinking about how systemic inequities impact our organization's work, and how best to address this in a way that is consistent with Council's Strategic Priorities and the Municipality of Jasper's Vision Statement;
- commit time and resources towards identifying inequities and removing barriers within the organization;
- ensure all activities of the Municipality of Jasper and those of its Agencies, Boards and Committees will be inclusive in nature; and
- lead with respect and tolerance.

## **RELATED INFORMATION**

The *Alberta Human Rights Act* prohibits discrimination in employment based on the protected grounds of race, colour, ancestry, place of origin, religious beliefs, gender, gender identity, gender expression, age, physical disability, mental disability, marital status, family status, source of income and sexual orientation.

Under the *AHR Act*, employers have an obligation to create an inclusive workplace. This includes removing discriminatory barriers that prevent individuals from getting a job or promotion; accommodating employees who have special needs; and ensuring that the work environment is free from discrimination.

The *Canadian Human Rights Act* of 1977 states that all Canadians have the right to equality, equal opportunity, fair treatment, and an environment free of discrimination on the basis of sex, sexual orientation, marital status and family status.

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## **DEFINITIONS**

**Accessibility:** the term for making a facility usable by people with physical disabilities. Examples of accessibility include self-opening doors, elevators for multiple levels, raised lettering on signs and entry ramps

**Accountability:** refers to ways individuals and communities hold themselves accountable to their goals and actions, while acknowledging the values and groups to which they are responsible.

**Barrier:** anything that keeps someone from participating fully in society; can be economic, social, cognitive, physical or systemic.

**Bias:** means to have a prejudice against groups that are not similar to you or to show preference for people that are similar to you.

**Diversity:** is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

**Discrimination:** is behavior that consists of differential treatment of an individual based on prohibited grounds, or that uses stereotyped images or language that suggest that all or most members of a group are the same, thereby denying their individuality as persons.

**Equity:** refers to fairness and justice and is distinguished from equality. Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must make adjustments to make up for those imbalances.

**Inclusion** - is involvement and empowerment, where the inherent worth and dignity of all people are recognized.

**Systemic** – relates to a system or structure, especially as opposed to a particular part.

**Systemic Barriers** – are policies, practices or procedures that result in some people receiving unequal access or being excluded.

## **RESPONSIBILITIES**

### *All Staff*

- Create and maintain a workplace free from discrimination, racism, and prejudice.
- Understand and adhere to all parts of the Respectful Workplace Policy and Equity, Diversity and Inclusion Policy.
- Ensure barriers and biases to inclusive hiring are mitigated by following the Equity, Diversity and Inclusion Policy.

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*All Management Staff, Including Directors and CAO*

- Create and maintain a workplace free from discrimination, racism and prejudice.
- Ensure that all staff are oriented to the Equity and Diversity and Inclusion Policy.
- Make a shared commitment to role-model purposeful, authentic and inclusive leadership for the rest of the organization.
- Ensure that all staff read, understand and sign off on the Respectful Workplace and Equity, Diversity and Inclusion policies.
- Work with CUPE Local 1458 to support the implementation of the Municipality of Jasper's Equity, Diversity and Inclusion Policy.

*CAO*

- Approve any procedures related to the policy.

*Council*

- Include the Equity, Diversity and Inclusion policy in elected official orientations and training.
- Ensure that the Municipality of Jasper's senior leadership team are prioritizing equity, diversity and inclusion through referencing the policy and utilization of the policy in all organizational functions and objectives.