

Diversity Policy for the City of Greater Sudbury

DIVERSITY POLICY FOR THE CITY OF GREATER SUDBURY

Policy STATEMENT

Equality and inclusion are fundamental human rights for every individual, as prescribed by the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code. Throughout our City, we support diversity in all of its forms, including but not limited to age, disability, economic circumstance, marital status, ethnicity, gender, gender identity and gender expression, race, religion, and sexual orientation. Leading by example, we aspire to make diversity a core and abiding strength of the City of Greater Sudbury.

Our strength is found in our differences and we strive to embrace diversity in all that we do. Our mission is best fulfilled when we honour diversity as a value and a practice. In doing so, our community will attract and retain the most talented and skilled people to the City of Greater Sudbury, and this will benefit our economy and our quality of life. Achieving diversity requires an enduring commitment to human dignity and inclusion that must find full expression in our organizational culture, values, norms and behaviours.

WHY Diversity?

When we understand and accept diversity, we lower barriers and achieve important benefits.

When we encourage the full and active participation of every person, we are drawing on the diverse life experiences and points of view of our fellow citizens. This leads to more innovative solutions.

When we promote Greater Sudbury as a diverse city that is welcoming of all people, the city is more competitive in the global marketplace and more attractive as a destination for visitors and new residents. This benefits our economy.

When we respect, value, and nurture diversity as an exciting and integral part of our collective experience and identity we can strengthen and create a safe, healthy, and vibrant community. This benefits our society.

In order to enjoy the benefits of a diverse community, we need to address barriers that impede equal participation, work toward the elimination of bias, prejudice and discrimination (which can be intentional, unintentional or systemic) and promote the awareness of the value of diversity.

VALUING Diversity

We can pursue more inclusive strategies for members of the community by recognizing the barriers and discrimination faced by all people.

We can maximize the potential of each person by promoting an environment of equality within the community and within the Corporation for all people.

What will the City of Greater Sudbury do?

Recognizing that the City of Greater Sudbury (including its Council, committees, local boards and advisory panels) plays a role in leadership and education in the community, it is committed to:

ensuring that this policy is widely communicated and that all employees, and others to whom the policy applies, understand its intent;

promoting the Diversity Policy both internally and for the community of the City of Greater Sudbury;

ensuring that organizations and individuals have access to this policy;

encouraging and recognizing excellence in corporate and community citizenship in the area of diversity;

encouraging public and private organizations to respect and adhere to the objectives of this policy; and

leading by example.

What can ORGANIZATIONS in the community do?

Recognizing that organizations, businesses, and community agencies (including businesses and organizations that provide services, supplies or products, to, or on behalf of the City of Greater Sudbury) set the tone for the community, they can do the following and encourage other organizations to:

ensure that this policy is widely communicated and that all employees, and others to whom the policy applies, understand its intent;

ensure that all existing policies and practices, including employment policies, are built upon non-discriminatory bases such as merit; that future policies and practices meet the objectives of this policy; and that revisions are communicated to the entire organization;

review current practices to ensure that every person is treated without discrimination and to eliminate barriers in accessing goods and services;

seek opportunities to involve people of diverse backgrounds in the design, use and evaluation of goods and services;

provide training and involve staff and volunteers in activities designed to promote an awareness, acceptance, and celebration of diversity;

establish mechanisms to ensure that discrimination and harassment are not encouraged or tolerated;

monitor organizational compliance with this policy; and

lead by example.

What can you as an INDIVIDUAL do?

Recognizing that social change begins with individual change, you can, as a resident or visitor to the City of Greater Sudbury:

evaluate your own actions and preconceived ideas about individuals and groups;

educate yourself, volunteer your time, and participate in activities which will broaden your experience and understanding of diversity;

encourage and support the development of programs and projects that promote harmony;

advocate both the elimination of discrimination and the celebration of diversity within your own workplace or community;

challenge discrimination when you experience it or are aware of its existence; and

lead by example.