

Diversity and Inclusion

Diversity and inclusion at the City of Guelph

The City's Strategic Plan introduced five new corporate values that will help all of our employees work together towards our vision of having an inclusive, connected, prosperous city where we look after each other and our environment. Through the Strategic Plan, we've introduced the value of inclusion, which highlights the importance of embracing our differences so we can be stronger together as an organization. A diverse and inclusive workplace comes with many benefits that will help us successfully move forward through our Strategic Plan.



Why have a diverse and inclusive workplace?

Features of inclusive organizations

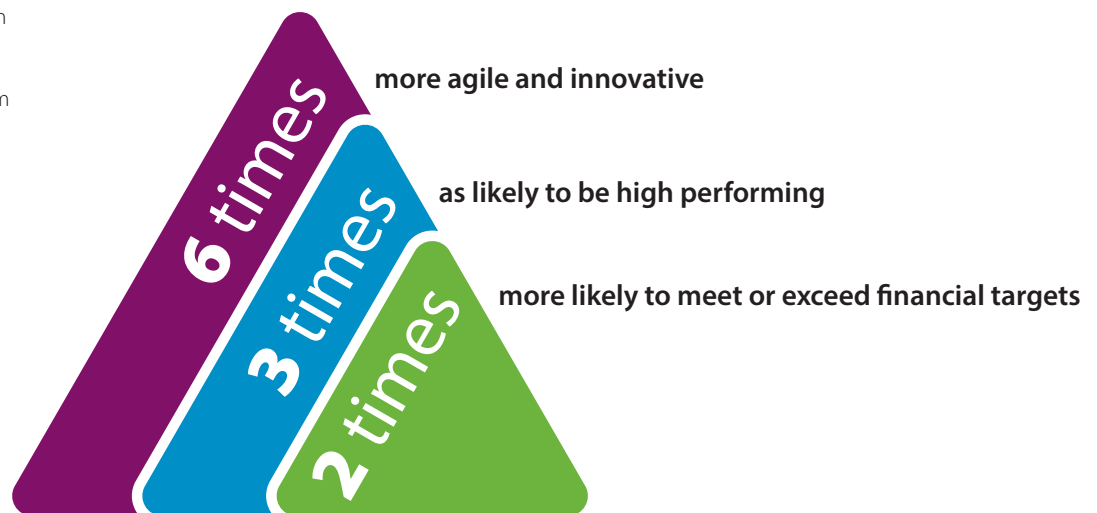
People are seeking and staying with employers that value their diversity, and have programs and work cultures where they are welcomed and valued.

Guelph has a competitive labour market with several public sector job opportunities within an hour commute of Guelph

We have an aging population. By 2021, 78,000 Ontario municipal employees will be ready to retire

Diverse and Inclusive workplaces are

Source: Bourke, J. (2018, January). Which Two Heads are Better Than One? How Diverse Teams Create Breakthrough Ideas and Make Smarter Decisions. Retrieved from cited in Deloitte Review Issue 22.



Vision: City employees feel welcome, valued, and engaged in their service to our teams and our community. Our commitment to diversity and inclusion helps us to become a municipal leader.

Mission: The Diversity and Inclusion Plan (2019-2022) helps us to build a more inclusive and engaged workplace. Our employees will seek and value diversity as a strength for their work, and commit to working well together to achieve our corporate **Strategic Plan** goals.

What diversity and inclusion means at the City

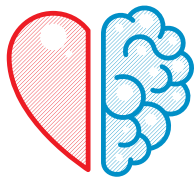
At the City, we know that a diverse, inclusive workplace means success for both our employees and the organization. We recognize that each one of us is unique in our own way. Whether this is through our own personal identities, background, education, or experiences, we all bring unique perspectives to the work we do each day.

Inclusion means embracing what makes us unique and consciously including multiple perspectives in our interactions, problem solving, and decision-making processes. Why? Because we know a diverse and inclusive workplace helps us work better, together!

Diversity and inclusion in action

The Diversity and Inclusion plan project team used a variety of tools and data (like employee engagement surveys, global benchmarks, the employee system reviews, etc.) to develop the City's Diversity and Inclusion plan.

The Diversity and Inclusion plan will focus on three areas:



Commit to an inclusive culture

Commitment, the first priority area of the Diversity and Inclusion plan, focuses on developing the City as a diverse and inclusive workplace. At the City, we will embed diversity and inclusion into our culture through our leaders, employee engagement and policy development.



Flexible mindset and work practices

Having a flexible workplace will help our employee and leaders to recognize diversity, and practice the inclusive skills that are necessary to ensure we feel valued. Flexibility also includes providing training opportunities for employees that will aid their professional development, and foster an innovative, resilient workplace.



Networks and industry partnerships

Partnerships are important for all the work we do at the City. These partnerships help us to develop our skills with recognizing, developing, attracting and retaining the talented people we need now and into the future.

Tracking our journey

We'll use measures from the Global Benchmarks on Diversity and Inclusion to help us understand the progress we making.

As the plan matures:

- We should have more clarity about the behaviours that are helpful in creating an inclusive workplace.
- Our leaders will be talking about Diversity and Inclusion, with more confidence, and more often.
- We will do another audit against the Global Benchmarks to understand our progress.
- The people that move into roles at the City should be more reflective of the labour market.
- Employee engagement data will show progress towards greater and more consistent levels of engagement.
- Our networks and industry partners will have a greater awareness of the progress we are making on our plan.

To learn more please read the full Diversity and Inclusion plan found on the City's intranet, Infonet, or at guelph.ca/careers