

CITY COUNCIL AGENDA



Committee Room C, Guelph City Hall, 1 Carden Street

DATE September 25, 2013 – 5:30 p.m.

Please turn off or place on non-audible all cell phones, PDAs, Blackberrys and pagers during the meeting.

Disclosure of Pecuniary Interest and General Nature Thereof

1. Building A Shared Awareness – The Value of Diversity
 - Introduction
 - Review of Agenda
 - Facilitated Discussion
 - How valuing Diversity increases our effectiveness as a local government.
 - How do local leaders champion Diversity.
 - Closing Remarks

2. Open Government Action Plan
Council Stakeholder Interview Session
 - Background and Context
 - Presentation of Council Survey Results
 - Facilitated Discussion

ADJOURNMENT



BUILDING A SHARED AWARENESS – THE VALUE OF DIVERSITY

The [Diversity strategy](#) mission is to support a well workplace, where a respect for diversity contributes to positive employment experiences and the creation and delivery of services that are reflective of the community we serve.

This learning program helps our council to build a shared awareness about the value of diversity and how the goals of the diversity strategy contribute towards greater effectiveness.

Objectives:

- the help build a shared sense of awareness related to:
 - how people are diverse from one another
 - the forecasted demographic changes for our community
 - how valuing diversity supports the effectiveness of local government
 - the role that leaders play in supporting an environment that is respectful of diversity
 - an review of the three goals associated with the Diversity Strategy

For Review before Facilitated Session – 45 minutes

- Diversity site on the infonet - <http://ernie/diversity/Pages/Diversity.aspx>
 - Guelph and Employee demographic highlights (10 min)
 - Diversity Strategy review (10 min)
 - Current projects list (< 5 min)

Facilitated Session - 60 minutes

10	Introduction to the Session	Presentation
	Review of Agenda	Presentation
30	How Valuing Diversity increases our effectiveness as a local government	Facilitated discussion
15	How do local leaders Champion Diversity	Facilitated creation of an action item list – using CofG diversity strategy and comparator municipality information
5	Closing	

BUILDING A SHARED AWARENESS: The Value of Diversity

Renée Bazile-Jones

Welcome

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Piacere



Ground Rules

- Beginning conversation
- No guilt or blame – assume positive intent
- Congratulations on a first
- Conversation and participation

Agenda

- How valuing diversity increases local government effectiveness
- How do local leaders champion diversity

Environmental Game Changes





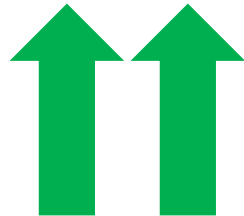
Economy

- Provincial/Federal budget deficits
- Competition amongst cities



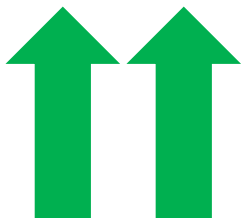
Growth & Diversity

- Ensuring all citizens access to service



Information/Knowledge

- Complexity & volume



Speed & Pace of Change

- Expectation for “real time” response



Strategic Response



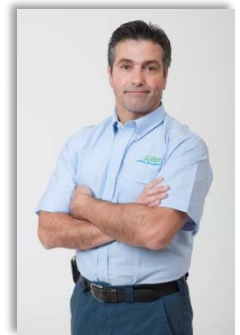


The mission of the diversity strategy is to support a **well workplace**, where a **respect for diversity** contributes to positive employment experiences and the **creation and delivery of services** that are reflective of the community we serve.



We Value Diversity because ...

Our People are our greatest asset. An environment where all our skills, experiences and abilities both respected and understood makes us stronger.





We Value Diversity because ...

Our Practices present an opportunity to demonstrate our commitment to diversity. We will interact with citizens and employees in a manner that reflects their diversity.



We Value Diversity because ...

Our Community is diverse. Valuing diversity means we will attract greater levels of engagement and participation in our community.



Discussion

What are the implications for this group?



What can you do to move the conversation and focus forward?





PEOPLE. PRACTICES. COMMUNITY.

Become a Diversity and Inclusion CHAMPION

Diversity is an important part of today's workforce.

Wearing this pin is one way to show that you are a champion of diversity. Talk to your peers and share why you believe that valuing diversity helps all of us to be stronger together.



10 Simple Things

1. Act as a role model
2. Support the Diversity Strategy and action plans
3. Raise awareness about residents' rights and responsibilities toward discrimination
4. Encourage and support community diversity and inclusion initiatives
5. Ask questions to check that diversity, equity and inclusion are being recognized, understood and embedded in decision-making processes

10 Simple Things

6. Encourage and support initiatives in the community
7. Establish award programs for City programs and services that promote diversity and inclusion
8. Encourage residents from diverse communities, backgrounds and identities to consider running for Council
9. Ensure by-laws and policies address systemic discrimination
10. Share the benefits of diversity and inclusion

MERCI!

THANK YOU!



多謝

Спасибо

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Tack

Salamat po

Qujannamik