



Corporation of the Township of Brock

Staff Report to the Mayor and Members of Council

From: Janean Currie

Position: Deputy Clerk

Title / Subject: Equity, Diversity, and Inclusion Commitment

Date of Report: May 1, 2023

Date of Meeting: January 8, 2023

Report No: 2023-GG-016

1.0 Issue / Origin

To best serve a growing community and to support and promote equity, diversity, and inclusion in The Township of Brock, staff recommends that Council, as a first step, adopt the Equity, Diversity, and Inclusion (ED&I) Commitment, attached as Appendix "1". The ED&I Commitment is endorsed by Senior Management at The Township of Brock and contains an outline of the Townships current achievements, as well as recommendations to move forward.

- To build an internal ED&I Committee, to work on Brock Township's capacity to understand, support and promote equity, diversity, and inclusion within the community and the corporation.
- To build a webpage on the Township Site dedicated to ED&I.
- To receive guidance from The Regional Municipality of Durham's upcoming 2023 Equity Strategy.

The Township of Brock is taking steps to move intentionally toward being more diverse, inclusive and equity centred.

2.0 Background

The Township of Brock is part of a growing community, experiencing new community perspectives and new community needs. Voices that have been historically ignored must be recognized and acknowledged.

The ED&I Commitment suggests forming an internal ED&I Committee which would be a great platform to facilitate communications, to encourage community engagement and increase input from our residents, we must foster awareness, reduce barriers, promote inclusion, and engage our residents.

3.0 Analysis

According to Statistics Canada, The Township of Brock has an increasingly growing population with 545 persons identifying as Indigenous or having Indigenous Ancestry, 985 persons identifying as immigrants and 575 persons identifying as a visible minority. In addition, every person will experience living with a disability at least temporarily in their lifetime.

[Profile table, Census Profile, 2021 Census of Population - Brock, Township \(TP\) \[Census subdivision\], Ontario \(statcan.gc.ca\)](#)

Accessibility and Inclusion are essential pieces of fully accountable and transparent Municipalities today.

4.0 Related Policies / Procedures

The Equity, Diversity, and Inclusion Commitment applies directly to the following:

- Accountability and Transparency Policy.
- Code of Conduct Policy.
- Harassment and Violence Policy.
- Use of Corporate Resources Policy.
- Procedure By-law.
- Customer Service Policy.
- Social Media Policy.
- Public Engagement Charter.
- Council Staff Relations Policy.

5.0 Financial / Budget Assessment

There are no financial implications related to the recommendations of this report.

6.0 Climate Change Impacts

There are no Climate Change Impacts

7.0 Communications

The Communication and Tourism Coordinator will play an integral role in the adoption of the ED&I Commitment. A new webpage will be added as an interactive safe space for sharing of education pieces and celebrations of different aspects of different cultures and traditions. Promotion of outreach activities. Social media will be a forefront in sharing events and acknowledgements.

8.0 Conclusion

The adoption of the ED&I Commitment is one of many steps towards building The Township of Brock's Accessibility and Inclusion standards. Removing physical and perceived barriers and undertaking initiatives to eliminate all forms of discrimination will reinforce Brock's commitment to Public Engagement and social responsibilities.

9.0 Recommendation

BE IT RESOLVED THAT report 2023-GG-016 entitled "Equity, Diversity, and Inclusion", be received; and

THAT the Equity, Diversity, and Inclusion Commitment, attached as Appendix "1" to report 2023-GG-016, be adopted by Council; and

THAT staff work toward implementation of the recommended next steps as listed in the Equity, Diversity, and Inclusion Commitment.

- To build an internal ED&I Committee.
- To build a Township of Brock ED&I dedicated webpage.