



EQUITY, DIVERSITY, AND INCLUSION COMMITMENT 2023





The Township of Brocks

Blueprint to Fostering a Strong, Diverse, and Inclusive Workplace

It is the role and obligation of Municipal Leaders to be Equity Informed. To align with the Township's Vision of a welcoming, vibrant, and growing community, The Township of Brock has identified equity as a goal and outcome. We are taking steps to move intentionally toward being more diverse, inclusive, and equity-centred, recognizing the value and strengths brought to our community through each person's unique combination of diverse characteristics.

To support our long-term goal of building a diverse, healthy, and engaged workforce, the Senior Management Team is pleased to present the Township of Brocks first Equity, Diversity, and Inclusion (ED&I) Commitment.

The Township of Brock seeks to achieve Service Excellence by implementing an inclusive workplace.

Creating a welcoming, accepting, and respectful place of employment where multiple perspectives and differences are encouraged and celebrated, allowing for a workplace where everyone can work safely and to their full potential every day. The Township strives to offer services that are inclusive in a manner that is accessible to all its residents.

An ED&I Strategy and Plan is not static but an ongoing process aiming to meet the workforce's needs. Continued contributions from Council, staff, managers, and even the newest recruits will foster a culture of inclusion.

There is no simple path to success or end to equity work, and our goal is to embed ED&I principles at all levels of the organization. Our future success depends on our ability to embrace and integrate ED&I, so please join us in celebrating our gains and working to create a dynamic, diverse, and inclusive workforce for the future.

OUR CURRENT LANDSCAPE

The Township of Brock has traditionally been a hunting and fishing ground for First Nations people. We reside on and benefit from the Williams Treaty Territories, on the land of the Mississauga's and Chippewas. May we share the land as long as the sun rises, the grass grows and river flows.

The Township of Brock is regulated by the Ontario Human Rights Code and the Canadian Human Rights Act. Although our federal and provincial obligations vary slightly, our Senior Management Team recognizes the value in committing the organization to a consistent standard of excellence, which is reflected throughout our operations.

The Township is also governed by the Employment Equity Act (the “Act”). In accordance with the Act, the Township of Brock submits annual employment equity reports, which are assessed by the Canadian Human Rights Commission (“CHRC”).

All people are rights-holders. These include members of groups that are protected under Ontario’s Human Rights Code: people who may face discrimination based on age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, gender identity, gender expression, marital status, place of origin, race, receipt of public assistance (in housing only), record of offences (in employment only), sex and sexual orientation. Marginalized individuals and groups who are not protected by the Code are also rights-holders.

Duty-holders: All people have a responsibility for respecting human rights. Duty-holders are state or non-state actors that have the obligation to respect, protect, promote, and fulfill the human rights of rights-holders. Duty-holders have the obligation to set up mechanisms for effective remedies and meet legal and other obligations relating to human rights issues.

“Human Rights First: A Plan for Belonging in Ontario.” Human Rights First: A Plan for Belonging in Ontario | Ontario Human Rights Commission, <https://www.ohrc.on.ca/en/human-rights-first-plan-belonging-ontario>.

THE HUMAN RIGHTS CODE AS A MAP INTENT VERSUS IMPACT

The path to an inclusive environment, for Council, Staff, and the public, requires proactive attention and effort. We have the ultimate responsibility for ensuring a healthy and inclusive environment, and for preventing and addressing discrimination and harassment. It is the obligation of The Township to be aware of whether our policies, practices and programs are having an adverse impact or result in systemic discrimination based on a Code ground.

- The reason behind behaviour is irrelevant to the question of discrimination; what you intended is irrelevant to the question of whether discrimination happened.
- Intention may matter when you consider what to do about an act of discrimination.

No Reprisal

- Punishment against an individual for trying to protect oneself or another from discrimination is prohibited. An individual can not be punished for raising an issue of discrimination.

DUTY

- There is legal obligation to eliminate discrimination and harassment.
- Duty to Accommodate – a vehicle through which we can mitigate/eliminate a discrimination.

Wherever there is a right **TO** something, there is a duty to **DO** something.

THE TWO DIMENSIONS OF EQUALITY

- Formal equality is the same treatment for everyone, consistency.
- Substantive equality will determine what you need for access to resources/privilege, some will require something different; **EQUITY**.
- **The Code requires equity.**

It is the role and obligation of municipal leaders to be Equity Informed and recognize the necessity of providing alternative options and access to services.

Using the Human Rights Code as a Map, The Township of Brock commits to Equity, Diversity, and Inclusion as a goal.



In this first image, it is assumed that everyone benefits from the same support. They are being treated **equally**.



Individuals are given different support to make it possible for them to have equal access to the view. They are being treated **equitably**.



All three can see the view without any support because the cause of inequality was addressed. The systemic barrier has been **removed**.

EQUITY, DIVERSITY, AND INCLUSION AS A GOAL

Beyond fulfilling our obligations under The Human Rights Code, The Township of Brock strives to provide an environment that is diverse and embraces difference with empathy and curiosity. Building an inclusive workplace means that all employees, regardless of difference, can connect, belong, and grow. Equity, Diversity, and Inclusion can be used to represent three pillars to support a broader framework for the shared goal of inclusivity.

Equity = Equity aims to ensure the fair treatment, access, equality of opportunity and advancement for everyone while also attempting to identify and remove the barriers that have prevented some groups from fully participating. Equity promotes justice, fairness and impartiality within the processes, procedures, and distribution of resources by systems or institutions. To tackle equity, people need to understand the root causes of outcome disparities in society. (“Embracing Equity: What does it mean and what does it take?”)

Diversity = Diversity involves all the ways that people are different, including the distinct characteristics that make one group or individual different from another. (“What are Diversity, Equity, and Inclusion (DEI)? - SearchHRSoftware”) Diversity includes:

- **Race and ethnicity**
- **Sexual orientation**
- **Socioeconomic status**
- **Gender identity**
- **Religion**
- **Language**
- **Age**
- **Marital status**
- **Veteran status**
- **Mental ability**
- **Physical ability**
- **People with disabilities**

Diversity may also include a range of ideas, perspectives, and values.

Inclusion = Inclusion builds a culture where everyone feels welcome by actively inviting every person or every group to contribute and participate. This inclusive and welcoming environment supports and embraces differences and offers respect to everyone in words and actions. A work environment that is inclusive is supportive, respectful, and collaborative and aims to get all employees to participate and contribute. (“What are Diversity, Equity, and Inclusion (DEI)? - SearchHRSoftware”) An inclusive work environment endeavors to remove all barriers, discrimination, and intolerance.



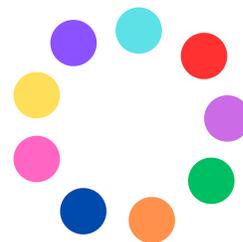
DI-VER-SI-TY

intentionally seek and value diversity



EQ-UI-TY

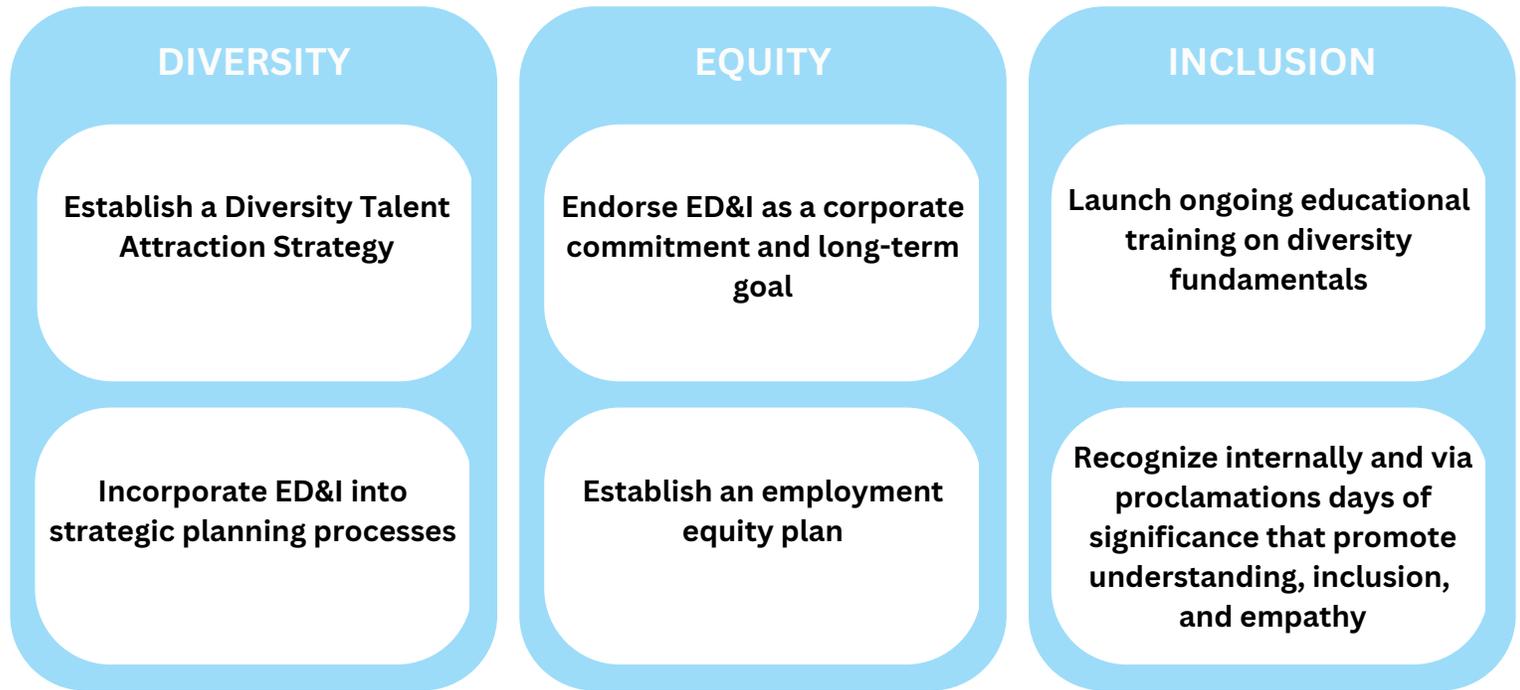
implement systems and practices that advance equity and respect



IN-CLU-SION

develop skills at working inclusively and demonstrate growth and leadership

FIRST STEPS AND BUILDING ED&I INTO THE TOWNSHIP OF BROCK



STEPS TAKEN BY THE TOWNSHIP OF BROCK

MYAP (Multi Year Accessibility Plan)

- The Township of Brock is dedicated to promoting barrier-free services and environment for employees, citizens, and everyone else who lives, works, visits, or invests in Brock.
- The Township of Brock’s Accessibility Statement: “To promote, encourage, and provide an accessible community which ensures equality for all in the Township of Brock.”
- The MYAP continues to provide Annual Reports and assess its progress through the Brock Accessibility Advisory Committee (BAAC).

LEAD (Leading Equitable & Accessible Delivery) Canada Program

- The Township of Brock is participating in the LEAD Canada Program, a registered trademark of Abilities Centre, delivered in partnership with Activity Alliance, (English Federation of Disability Sport).
- LEAD Is a methodology to help organizations to define and embed inclusion and accessibility into strategic planning, daily operations, program environments, and organizational culture.
- Top-down approach to inclusion and accessibility, helps organizations set clear targets for business needs and provides a welcoming environment for the people you serve.
- Through the LEAD Canada process, Abilities Centre staff help develop the knowledge, confidence, and capability to serve the needs of all, regardless of age, ability, or background, and lay the foundation to embrace inclusion and accessibility as important strategies for success.
- Staff participants include representatives from various perspectives within the Township. It is important to have a broad perspective of the Township with representation from senior management, front line workers, program creation, communications, IT and HR.



Township of Brock Land Acknowledgment

- A Land Acknowledgement is a formal statement recognizing the unique and enduring relationship that exists between Indigenous Peoples and their traditional territories.
- The Township of Brock's Land Acknowledgement was written by Council Member Lynn Campbell in consultation with the Chippewas of Georgina Island First Nation and the Mississaugas of Scugog Island First Nation:

It is important to begin each public gathering with a Land and Territorial Acknowledgement, to recognize the Indigenous people for being good stewards of the land and environment, here where we are meeting today. The Township of Brock has traditionally been a hunting and fishing ground for First Nations people. We reside on and benefit from the Williams Treaty Territories, on the land of the Mississauga's and Chippewas. May we share the land as long as the sun rises, the grass grows and river flows.

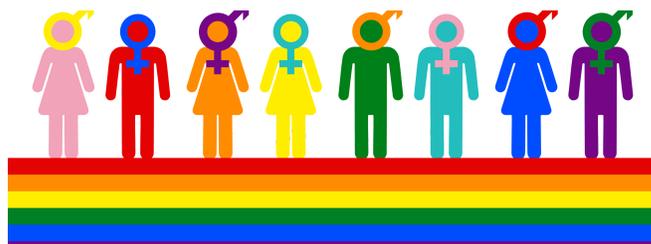
- On March 22, 2021, The Township of Brock's Land Acknowledgement Statement was read at a Council Meeting for the first time and read at all Council and COW (Committee of the Whole) Meetings since.

Reconciliation Education – Training Program

- In honour of the Residential School Survivors and in respect of the Truth and Reconciliation Commission's 94 Calls to Action, Reconciliation Education will provide The Township of Brock with the opportunity learn the basic foundation on reconciliation with authentic Indigenous voices.
- The Truth and Reconciliation Commission (TRC)'s Call to Action #57 calls upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.
- Built and vetted by First Nations University of Canada, this is a three-hour course in which we will learn about the history and culture of Indigenous communities in Canada, the history of residential schools, and treaties around the country.
- Diversity and Inclusion training has a lasting positive impact on creativity, employee satisfaction and retention. The Township of Brock will provide Reconciliation Education for all Staff and Members of Council

ED&I Commitment – (Equity, Diversity, and Inclusion)

- Through this essential step, The Township of Brock shows a commitment to building an inclusive environment with equity as its long term goal.
- Providing a calendar of key events to be observed, acknowledged, and celebrated to promote understanding, inclusion, and empathy. [Appendix 1] The Township hopes to acknowledge and appreciate everyone, providing opportunity for the public to provide input and additional moments to our calendar.
- The Township of Brock will explore the many ways to recognize, celebrate, and bring awareness to culture and diversity in our community.



NEXT STEPS

RECOMMENDATIONS MOVING FORWARD

Township of Brock ED&I Webpage

- Design a dedicated page on the Township webpage that will highlight our commitment to Inclusion and will feature our Land Acknowledgment and related policies and practices.
- The ED&I webpage will be used to highlight any Township events, achievements and progress towards equity and inclusion.
- Content can be guided by the Internal Diversity Advisory Committee

Internal Diversity Advisory Committee

- The Internal Diversity Advisory Committee will be comprised of Staff and Council.
- They will provide advice, comments, and recommendations on issues affecting diversity in our community to foster awareness and promote inclusion.
- The Committee will be responsible for community engagement and promotion of ED&I Commitment.
- The Committee will provide an Annual Update and Celebration.
- An internal committee may follow up with the following to build a strong ED&I Actionable Strategy plan:

Consultation

To implement a fully actionable ED&I Strategy, it may be necessary to hire professional services to identify needs specific to Brock.

Demographic study

Employers need to know who their employees are to tailor their plans appropriately. Captured information is valuable for both the practices of ED&I and Human Resources planning, which then enables employers to understand staff better and to address any needs and concerns in an effective and timely manner.

Engagement survey

To effectively highlight The Townships Strengths and Challenges, a comprehensive staff survey will be circulated and evaluated.

Additional training

Education is an ongoing endeavor and we will continue to learn, grow, and achieve a deeper understanding of our community and the unique needs of The Township of Brock.

The Region of Durham

- The Regional Municipality of Durham is planning to launch an Equity Strategy by the end of 2023.
- This strategy will be informed by an employee census, recommendations from the Region's Anti-Black Racism Pillar Report, an Equity Audit, a Multi-Year Accessibility Plan, a LEAD Canada Assessment, and through conversations with Gary Pritchard of 4 Directions Consulting.
- Taking guidance from the Region's highly informed Equity Strategy would be a strong step toward building The Township of Brock's next Equity, Diversity, and Inclusion Strategy.



SOURCES

Embracing Equity: What does it mean and what does it take?, <https://vc4a.com/agra/embracing-equity-what-does-it-mean-and-what-does-it-take/>.

What are Diversity, Equity and Inclusion (DEI)? - SearchHRSoftware, <https://www.techtarget.com/searchhrsoftware/definition/diversity-equity-and-inclusion-DEI>.

APPENDIX 1

HOLIDAYS AND OBSERVANCES LISTING

The Township of Brock hopes to promote understanding, inclusion, and empathy. Below are listed days to value, celebrate, and commemorate a diverse community. The Township is thrilled to share and will make every effort to acknowledge all significant dates when possible, if there is a day of note that is missing, kindly reach out and let us know clerks@brock.ca.

JANUARY

Month	Tamil Heritage Month
January 4	World Braille Day
January 4	National Ribbon Skirt Day
January 4	International Holocaust Remembrance Day
January 24	International Day of Education
January 27	International Day of Commemoration in Memory of the Victims of the Holocaust
January 29	National Day of Remembrance of the Quebec City Mosque Attack and Action Against Islamophobia

FEBRUARY

Month	Black History Month
Month	Indigenous Story Telling Month
February 1 - 7	World Interfaith Harmony Week
February 6	International Day of Zero Tolerance to Female Genital Mutilation
February 11	International Day of Women and Girls in Science
February 20	World Day of Social Justice
February 21	International Mother Language Day
February 22	World Thinking Day
February 22	Chosen Family Day
February 23	Pink Shirt Day – Anti-Bullying Day

MARCH

March 1	Zero Discrimination Day
First Monday	Anti-Black Racism Mental Health Day
March 7 -11	Anti-Black Racism Mental Health Week
March 8	International Women's Day
March 10	International Day of Women Judges
March 11	Moose Hide Campaign Day
March 15	International Day to Combat Islamophobia
March 20	International Francophonie Day
March 21	International Day for the Elimination of Racial Discrimination

March 21	World Down Syndrome Day
March 22	World Water Day
March 24	World Tuberculosis Day
March 24	International Day for the Right to the Truth Concerning Gross Human Rights Violations and for the Dignity of Victims
March 25	International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
March 26	Epilepsy Awareness Day – Purple Day
March 31	International Transgender Day of Visibility



APRIL

- Month** Diversity Month
- Month Sikh Heritage Month
- Month** Genocide Remembrance, Condemnation and Prevention Month
- April 2 World Autism Day
- April 6** International Day of Sport for Development and Peace
- April 7 World Health Day
- April 7** International Day of Reflection on the 1994 Genocide Against the Tutsi in Rwanda
- Second International Day of Pink Wednesday
- April 14** World Chagas Disease Day
- April 24-30 Lesbian Visibility Week
- April 25** World Malaria Day
- April 27 International Girls in Information and Communication Technology Day
- April 27-28** Yom HaShoah (Holocaust Remembrance Day)



MAY

- Month** Asian Heritage Month
- Month Jewish Heritage Month
- Month** Guillain-Barre Syndrome (GBS) and Chronic Inflammatory Demyelinating Polyneuropathy (CIDP) Month
- Month Polyneuropathy (CIDP) Month
- May 5** Red dress Day and MMIWG
- May 6 Maternal Mental Health Day
- May 8** Time of Remembrance and Reconciliation for Those Who Lost Their Lives During the Second World War
- May 10 World Lupus Day
- May 12** International Nurses Day
- May 15 International Day of Families
- May 16** International Day of Living Together in Peace
- May 17 International Day Against Homophobia, Transphobia and Biphobia
- May 21** World Day for Cultural Diversity for Dialogue and Development
- May 22 International Day for Biological Diversity
- May 26** World MS Day
- May 28 World Menstrual Health Day
- May 29** Pride Week
- June 5**
- May 30 National AccessAbility Week
- June 5**

JUNE

- Month** Indigenous History Month
- Month Portuguese Heritage Month
- Month** Pride Month
- Month Seniors Month
- Month** Filipino Heritage Month
- Month Brain Injury Awareness Month
- June 4** International Day of Innocent Children Victims of Aggression
- June 7 World Food Safety Day
- June 12** World day Against Child Labour
- June 13 International Albinism Awareness Day
- June 14** World Blood Donor Day
- June 15 World Elder Abuse Awareness Day
- June 15-20** Learning Disabilities Awareness Week
- June 18 International Day for Countering hate Speech
- June 19** International Day for the Elimination of Sexual Violence in Conflict
- June 19 Longest Day of SMILES
- June 19** Juneteenth
- June 20 World Refugee Day
- June 21** National Indigenous Peoples Day
- June 27 Canadian Multiculturalism Day

JULY

- July 14 International Non- Binary People's Day**
- July 18 Nelson Mandela International Day
- July 28 World Hepatitis Day**
- July 28 Day of Commemoration of the Great Upheaval
- July 30 World Day Against Trafficking in Persons**

SEPTEMBER

- Month** **Hunger Action Month**
- Month Hispanic Heritage Month
- September 5** **International Spinal Cord Injury Awareness Day**
- September 7 Ukrainian Heritage Day
- Second Week of September** **Mennonite Heritage Week**
- September 18 International Equal Pay Day
- September 21** **World Alzheimer's Day**
- September 21 International Day of Peace
- September 21** **International Day of Sign Language**
- September 23 Bi Visibility Day
- Last Sunday in September** **World Deaf Day**
- Forth week in September Gender Equality Week
- September 30** **International Translation Day**
- September 30 National Day for Truth and Reconciliation

OCTOBER

- Month** **Rett Syndrome Awareness Month**
- Month Latin American Heritage Month
- Month** **Women's History Month**
- Month Neurodiversity Education and Neurodivergent Acceptance Month
- Month** **Learning Disabilities Awareness Month**
- Month Islamic Heritage Month
- Month** **Autism Awareness and Acceptance Month**
- Month Disability Employment Awareness Month (DEAM)

AUGUST

- August 1 Emancipation Day
- August 9** **International Day of the World's Indigenous People**
- August 12 International Youth Day
- August 15** **National Acadian Day**
- August 21 International Day of Remembrance and Tribute to the Victims of Terrorism
- August 22** **International Day of Commemorating the Victims of Acts of Violence Based on Religion or Belief**
- August 23 International Day for the Remembrance of the Slave Trade and its Abolition
- Third Week of August** **Public Service Pride Week**
- August 30 International Day of the Victims of Enforced Disappearances
- August 31** **International Day for People of African Descent**

OCTOBER

- October 1** **International Day of Older Persons**
- October 2 International Day of Non-Violence
- October 4** **National Day of Action for Missing and Murdered Indigenous Women, Girls, and Gender Diverse People**
- October 10 World Mental Health Day
- October 11** **International Day of the Girl Child**
- October 11 National Coming Out Day
- 2nd Thursday of October** **World Sight Day**
- October 17 International Day for the Eradication of Poverty
- October 18** **Persons Day**
- October 19 International Pronouns Day
- October 24** **World Polio Day**
- October 26 Intersex Awareness Day



NOVEMBER

DECEMBER

Month	Hindu Heritage Month
Month	Lung Cancer Awareness Month
Month	National Domestic Violence Awareness and Financial Literacy Month
Month	National Indigenous Education Month
First Full Week of November	Treaties Recognition Week
November 7	International Inuit Day
November 8	Indigenous Veterans Day
November 11	Remembrance Day
November 12 (2023)	Diwali
November 13-19	Rock Your Mocs Week
November 14	World Diabetes Day
November 14-20	Transgender Week of Remembrance
November 16	International Day for Tolerance
November 16	Louis Riel Day
November 17	World Prematurity Day
November 20	Transgender Day of Remembrance
Fourth Saturday of November	Holodomor Memorial Day
November 25	International Day for the Elimination of Violence Against Women
November 25	16 Days of Activism Against Gender Violence

December 1	Worlds AIDS Day
December 2	International Day for the Abolition of Slavery
December 3	International Day of Persons with Disabilities
December 6	National Day of Remembrance and Action on violence Against Women
December 10	International Human Rights Day
December 18	International Migrants Day
December 20	International Human Solidarity Day

