

**Municipality of Chatham-Kent**  
**Corporate Services**  
**Human Resources and Organization Development**  
**Information Report**

**To:** Mayor and Members of Council

**From:** Rebecca Haskell-Thomas, Coordinator, Diversity, Equity, Inclusion & Justice  
Amrit Khaira, Intern, Diversity, Equity, Inclusion & Justice

**Date:** August 12, 2022

**Subject:** Diversity, Equity, Inclusion & Justice Strategy Update #3

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This report is for the information of Council.

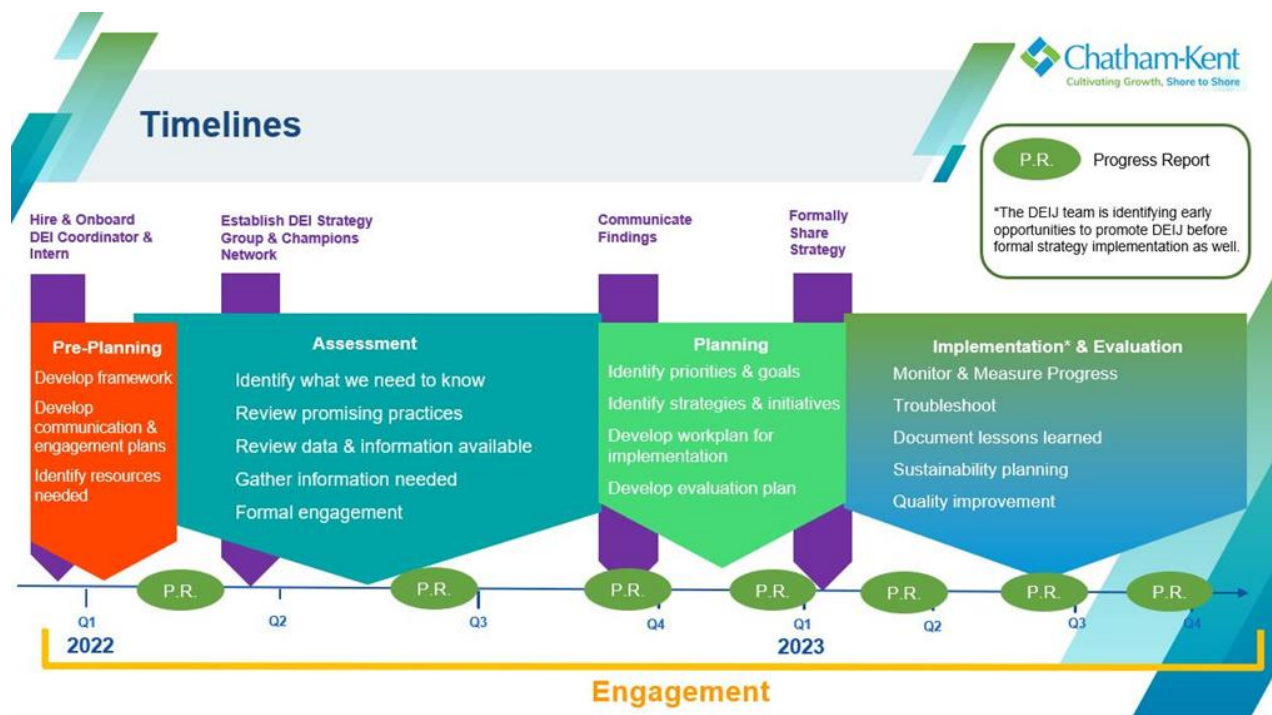
**Background**

On April 26, 2021, Council approved a motion to establish and implement a Municipal Diversity, Equity, and Inclusion Strategy. In November 2021, a Coordinator and Intern, housed in Corporate Services, began work to develop the Strategy. The purpose of this report is to provide an update of activities completed from June to August 2022 and upcoming activities related to the Strategy.

**Comments**

The image on the following page shows the anticipated timelines for the work to develop and implement the [Diversity, Equity, Inclusion, and Justice](#) Strategy (Figure 1).

Currently, the DEIJ team is completing the ‘assessment’ phase of activities. During this phase, the DEIJ team has sought to understand current policies, practices, strengths, opportunities, and challenges within the Municipality as well as best practice for promoting DEIJ in a public organization.



To this end, the DEIJ team has gathered information from the following sources:

- Corporate policies related to DEIJ
- Conversations with 91 individual people and an additional 23 teams, groups and Unions within the organization
- Conversations with 38 individual external stakeholders and an additional 19 community organizations or groups
- Consultations with the DEIJ Committee (10 members) & DEIJ Champions Network (55 members)
- Quantitative data related to new hires, promotions, and employees who left the organization in the last 5 years, broken down by age & division
- Exit interview themes over the last 5 years
- Corporate customer satisfaction survey
- Literature and consultations with other Municipalities about best practices for developing a Municipal DEIJ Strategy

In August, the DEIJ team conducted formal engagement within the organization by which Staff, Council and Committee members could share perspectives through:

- The first DEIJ-related survey of Staff (429 responses)
- 4 formal group conversations (10 participants)
- Anonymous comments shared through the DEIJ Employee Portal (10 comments submitted)
- Email to Human Resources & Organizational Development (2 emails submitted)

## Next Steps

The DEIJ team is in the process of collating, analyzing, and summarizing the information gathered during the assessment phase. Once this is complete, the DEIJ team will present this information to Council, the Executive Management team, the DEIJ Committee, Champions Network, and other Municipal colleagues. The DEIJ team will work with these groups to identify priorities, goals, and activities for the DEIJ Strategy along with associated timelines and indicators for monitoring and evaluation.

## Early Action to Promote Diversity, Equity, Inclusion & Justice

Although a formal DEIJ Strategy will not be implemented until early 2023, the DEIJ team continues to promote and build momentum for DEIJ in the organization.

### DEIJ Committee and Champions Network

The DEIJ Team continues to meet with the DEIJ Committee bi-weekly to guide Strategy development work. The Champions Network meets monthly to learn about and inform DEIJ-related work. Throughout the summer month, several Committee and Champions Network members participated in [4 Seasons of Reconciliation](#) training.

### Supporting Departmental Work

After a pilot period, the DEIJ team shared their DEIJ Outlook calendar with the entire organization. Colleagues report using this calendar to plan communications, guide programming, and generally be more aware of religious holidays and other days of observance.

Between June and August, the DEIJ team supported 23 Municipal initiatives ranging from reviewing and providing feedback on communication materials, advising on cross-cultural communication in the workplace, consulting on recruitment and retention efforts, providing feedback on public surveys, policy reviews, and connecting colleagues to specific communities. The DEIJ team also continues to share information, resources, and events with colleagues through the DEIJ Employee Portal.

### Supporting Community DEIJ-Related Work

The DEIJ team continues to build relationships with and support organizations carrying out DEIJ-related work in the community. Examples include ongoing Committee work, dialogue and presentations with mainstream organizations in Chatham-Kent engaging in DEIJ-related work, promoting and providing education related to DEIJ-related community events and days of observance, and supporting grant applications.

In June, the Municipality had a strong presence at the local National Indigenous People's Day event. And, in August, with support from colleagues and departments across the Municipality, the DEIJ Team coordinated the first ever Municipal-wide entry in the CK Pride parade. The team also worked with colleagues in Economic Development Services and community partners to create and share a [video](#), *Five Ways*

*You Can Support 2SLGBTQ+ People in the Workplace.* The video, distributed to small businesses in Chatham-Kent and colleagues in the Municipality, had high engagement. Feedback received was positive and indicates that the intended audience appreciated the format and content.

The DEIJ Team continue to maintain and grow the public-facing [Municipal DEIJ Strategy website](#).

### **Consultation**

No consultation was required in preparing this report.

### **Financial Implications**

There are no financial implications. The Diversity, Equity, and Inclusion Strategy is funded through the 2021 budget process.

Prepared by:

Prepared by:

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Attachment(s): None