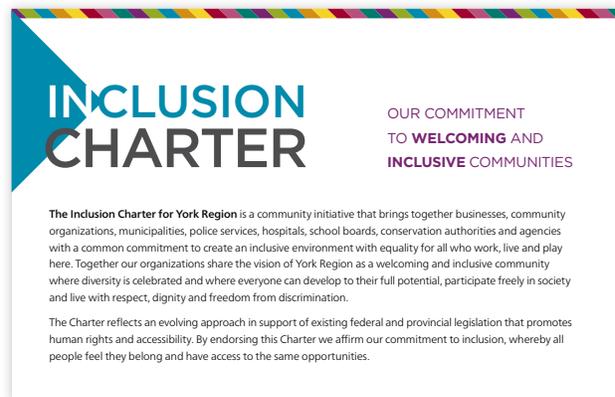


# INCLUSION CHARTER FOR YORK REGION 2022 Progress Report

## A Common Commitment to Inclusion

**The Inclusion Charter for York Region** is a community initiative that brings together organizations with a common commitment to creating an inclusive environment for all who live, work and visit here.

Through endorsement, organizations affirm their common commitment to inclusion as envisioned by the Inclusion Charter. Each endorsee has their own unique actions resulting from their customized Inclusion Charter.



## Updates on the Inclusion Charter for York Region

For information about the Inclusion Charter initiative in 2022, please see the [Inclusion Charter for York Region – Update](#) received by York Regional Council on June 29, 2023.

## Follow Our Journey

Follow our journey for updates about the Inclusion Charter and to view previous Inclusion Charter Progress Reports, visit [york.ca/inclusiveyr](http://york.ca/inclusiveyr). You can also join the conversation on social media using the hashtag #InclusiveYR.

For more information about the Inclusion Charter initiative, please contact [inclusioncharter@york.ca](mailto:inclusioncharter@york.ca).

Accessible formats or communication supports are available upon request.

This timeline shows key milestones for the Inclusion Charter initiative in the York Region community.

# THE INCLUSION CHARTER JOURNEY

## THE JOURNEY BEGINS

2016

### Municipal Diversity and Inclusion Group (MDIG) was formed

- Inclusion Charter model was identified by newcomer focused Community Partnership Council as a positive approach to respond to rapidly changing demographics in York Region
- MDIG was formed to develop the Inclusion Charter for York Region through the unique approach of common commitment statement that promotes human rights and accessibility and customized statement created that aligns with mandates, strategies and communities

2018

### York Region and Community Partners Endorsed the Inclusion Charter for York Region

- York Regional Council endorsed the Inclusion Charter in June 2018
- York Region's statement aligns with and promotes Council's commitment to inclusion in the community and the workplace
- Together with other participating organizations, The Regional Municipality of York is committed to taking action to achieve the vision of the Charter in our organization and in the community. The Region celebrates its growing and diverse population as a source of strength, vitality and economic opportunity. The Region's commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience

2019

### Memorandum of Understanding (MOU) signed with the United Nations Institute for Training and Research (UNITAR)

- UNITAR, York Region, York Regional Police and York University entered into a three-year partnership to work together to promote inclusive communities

### All 20 MDIG member organizations endorsed the Inclusion Charter for York Region

- MDIG identified two priority areas increase the sense of community belonging among York Region residents and decrease incidence of hate crimes
- MDIG initiated two collective action campaigns to bring the Inclusion Charter to life: Diversity Calendar and Anti-Hate Campaign

2021

### Launch of Diversity Calendar and Centre International de Formation des Acteurs Locaux (CIFAL)

- Launched an online diversity calendar with internationally, nationally and provincially recognized faith dates
- Opening of Canada's first Centre International de Formation des Acteurs Locaux (CIFAL) at York University's Markham Centre Campus, a key outcome of the partnership with UNITAR to serve as a knowledge exchange hub

2022

### Launch of Inclusive Language Guide

- To support use of more inclusive and respectful language, MDIG developed an Inclusive Language Guide for York Region