




# York Region's Diversity and Inclusion Policy & Charter

Presentation to  
**The York Region Accessibility Advisory Committee**

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September 28, 2016



I AM NOT DIFFERENT FROM YOU,  
I AM DIFFERENT *LIKE* YOU...

- 
- Overview
  - What Did We Hear?
  - Laying the Foundation
  - Next Steps

# DEVELOPMENT UPDATE

Overview and Agenda

## Let's Talk Inclusion

Provide Your Insights on York Region's Diverse Communities

### Join The Conversation

York Region invites you to participate in a conversation on diversity and inclusion in York Region. This initial series of dialogues will focus on immigration and cultural diversity. Your perspectives will inform the development of a York Region Diversity and Inclusion Charter.

### Ways To Get Involved

- Attend a session (see dates below)
- Provide your thoughts through the online survey
- Host your own session
- Join the online conversation using the hashtag #Inclusioners

### Attend A Session

Please register to attend a session in your community (space is limited) at: [YorkWelcome.ca/LetsTalkInclusion](http://YorkWelcome.ca/LetsTalkInclusion)

May 4 - Markham	May 12 - King
May 5 - Aurora	May 14 - Georgina
May 6 - Newmarket	May 19 - Richmond Hill
May 7 - East Gwillimbury	May 21 - Whitby/Scarborough
May 11 - Vaughan	Stouffville

Refreshments: 6:30 p.m. Discussion: 7 to 9 p.m.

[YorkWelcome.ca/LetsTalkInclusion](http://YorkWelcome.ca/LetsTalkInclusion)

York Region Local Immigration  
PARTNERSHIP

York Region

EMPLOYEE SURVEY  
**EXPRESS YOURSELF**  
IDEAthon

diversity  
IS NOT ALWAYS  
CRYSTAL CLEAR

York Region



BRING YOUR STORY INTO FOCUS.

How can we make York Region more inclusive? Visit [MyFocus.ca](http://MyFocus.ca) to register for a dialogue session from May 25 to June 9, 2016. If you require any accommodation due to disability, contact us at [inclusion@york.ca](mailto:inclusion@york.ca)

# OVERVIEW

From Kick Off To Current Day

## **DIVERSITY**

The presence of a wide range of human qualities and attributes within an individual, group or organization.

(Includes factors such as age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background and expertise)

## **INCLUSION**

Appreciating and using our unique differences, - strengths, talents, weaknesses and frailties - in a way that shows respect for the individual and ultimately creates a dynamic multi-dimensional organization.

# **DEFINITIONS**



# DIVERSITY AND INCLUSION

What We Heard

1. There is a general lack of understanding about the concept of Diversity and Inclusion
2. Diverse representation does not exist at all levels of the corporation
3. We need to be aware of the impact of social exclusion for individuals from marginalized groups
4. We need to do a better job at strengthening and enforcing the importance and value of diversity and inclusion
5. Education and training is integral



# CHALLENGES

Feedback

1. The importance of diversity and inclusion is outlined in the corporation's strategic plan
2. Diverse programming is offered throughout the Region
3. York Region continues to be a welcoming and inclusive place where everyone is welcomed
4. Creating opportunities for staff to speak to their experiences and the importance of diversity in a safe space is a great first step to corporate cultural change



**WHAT'S WORKING**

Feedback





# LAYING THE FOUNDATION

From Kickoff to Current Day

A signpost with two green signs. The top sign says 'DIVERSITY' and the bottom sign says 'INCLUSION'. The signpost is set against a blue sky with white clouds.

**DIVERSITY**

**INCLUSION**

**POLICY AND CHARTER**

Service Providers

Employers



Policy Makers

Purchasers of Goods and Services

# COMMITMENT TO INCLUSION

Draft Key Areas of Organizational Responsibility



Accessibility



Identifying and  
Removing Barriers and  
Promoting Inclusion



Evidence-Based  
Decision Making



Partnerships,  
Alignment and  
Collaboration



Education



# GOING IN THE RIGHT DIRECTION

Guiding Principles of the Policy and Charter

1. Do you see inclusion of people of all abilities reflected in each of these areas of organizational responsibilities? How might we address any gaps?
2. Do the other guiding principles apply to people of all abilities? Are there any gaps? If so, how might we address them?

## **DISCUSSION QUESTIONS**

Draft Policy and Charter Further Consultations (Ongoing)

Draft Charter Community Consultation Strategy (2017)

Endorsement activities (2018)

ADI Plan and Final Charter Presented to Council for Approval and Endorsement (Nov 2017)

# NEXT STEPS

**BE THE**

**CHANGE**

**YOU WISH TO SEE IN**

**THE WORLD**

**- MAHATMA GHANDI**