



**GEORGINA EQUITY AND DIVERSITY ADVISORY COMMITTEE POLICY**

**Policy No.:**

CORP-2018-GEDAC01 – Diversity and Inclusivity Policy

Prepared By: Georgina Equity and Diversity Advisory Committee

Approved By: Council

Approved on: March 7, 2018  
Effective Date: March 7, 2018

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DIVERSITY & INCLUSIVITY POLICY

PURPOSE:

Georgina Equity and Diversity Advisory Committee (GEDAC) and the Town believe that being a diverse and inclusive organization improves business outcomes. Our purpose is “to consult with the Community and to provide information, advice and assistance to the Community and Town Council relating to enhancement of community relations and promotion of equity in the Town of Georgina”. Specifically, it helps us to:

- Make better decisions about how we organize and optimise resources by working to eliminate barriers to working together effectively
- Respect and take into account, the needs and interests of diverse stakeholders in our decision making
- Deliver strong performance and growth by being able to attract, engage and retain diverse talent
- Innovate by drawing on the diverse perspectives, skills and experience of our employees and other stakeholders
- Adapt and respond effectively to changing demographics and societal expectations
- Ensure that all staff, residents, guests, visitors and stakeholders feel welcomed and included in our community

POLICY STATEMENT:

At the Town of Georgina, we strive to create an inclusive culture in which difference is recognized and valued. By bringing together a diverse group of people, each person is given the opportunity to contribute their skills, experience and perspectives. We believe that we are able to deliver the best solutions to challenges and deliver quality municipal government services to our community.

WHAT DIVERSITY AND INCLUSION MEANS FOR THE TOWN OF GEORGINA:

- Embracing workforce diversity and inclusion. We will strive to ensure that Georgina is a welcoming and inclusive environment for employees of all ages, gender, gender identity, race, national or ethnic origin, religion/creed, language, political beliefs, sexual orientation, physical and mental abilities.
- Including and valuing diversity of perspective. We will strive to leverage the diverse thinking, skills, experience and working styles of our employees and other stakeholders.



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- Building a flexible organization. We will provide opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages.
- Respecting stakeholder diversity. We will develop strong and sustainable relationships with diverse members of the public, employees, volunteers, customers and suppliers.

**GEORGINA EQUITY & DIVERSITY ADVISORY COMMITTEE (GEDAC):**

Our commitment to diversity and inclusion aligns with our values of accountability, respect, teamwork and integrity.

The Town of Georgina has established this policy and, together with the GEDAC, will guide the development of the diversity and inclusion strategy and review progress against measurable objectives and key programmes of work. The GEDAC membership includes one (1) Member of Council; One (1) representative from the York Regional Police Diversity, Equity & Inclusion Bureau; One (1) representative from the Chippewas of Georgina Island, to be appointed by the Band Council; and Four (4) citizen appointments. One (1) Senior Staff Liaison representative will be appointed as non-voting member by the CAO, for resource purposes.

**LEADERS RESPONSIBILITIES:**

Leaders across the Town of Georgina are expected to build inclusive practices into their teams and to demonstrate, through their behaviours and actions, commitment to fostering workplaces where people feel included, valued and able to contribute their best. In accordance with our values and our Respectful Workplace and Code of Conduct policies and procedures, all of our employees are expected to demonstrate respect for their colleagues and all other stakeholders.

We work to educate employees about the benefits that diversity and inclusion bring to our organization and we will participate in research that aims to further the understanding of and improve inclusivity in the workplace.

We are an equal opportunity employer. We employ on the basis of job requirements and in keeping with Human Rights legislation, we select people to roles based on their qualifications, skills and experience. We do not discriminate unfairly on grounds of age, gender, gender identity, race, national or ethnic origin, language, religion/creed, political beliefs, sexual orientation or physical or mental ability.

Our recruitment, deployment, reward and development practices, and our approach to working arrangements, are designed to attract and retain diverse talent and to accommodate individual needs at different career development and life stages.



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We are committed to developing productive, mutually beneficial and long-term relationships with diverse groups of stakeholders. We work to accommodate the different cultures, lifestyles, heritage and preferences of our local community.

**Reference Policies, Guidelines and Procedures**

Policy No. 1 – Recruitment Practices

Policy No. 2 – Respectful Workplace Policy & Procedures

Policy No. 29 – Code of Conduct

Policy No. 42 – Violence and Harassment Free Workplace

Policy No. CORP-ACC-01 Accessibility Policy