

Burlington Inclusivity Advisory Committee 2017 work plan

BIAC membership includes representation from Burlington Public Library, Positive Space Network (PSN)/Reach Out Centre for Kids (ROCK), Halton Police, Burlington Seniors' Advisory Committee, Burlington Accessibility Advisory Committee, citizen members from diverse backgrounds and geographic areas of the city.

- Continue to promote the implementation of the *City of Burlington Inclusion Lens*. Implementation of the *Lens* would be accompanied by:
 - Inclusivity/cultural competence training for staff, with consideration given to linking training to performance management.
 - An inclusivity/diversity coordinator/champion in the organization.
 - Policy review
 - Consideration of providing face to face consulting services to newcomers with respect to jobs/careers at the city to eliminate perceived barriers. (i.e. information on how to apply, resume preparation, interview preparation)
- Support a city policy review (scope to be defined). Commence with most common outtake forms / policies. (i.e. customer service counters, customer inquiries, outtake forms, recreation registration forms, etc.) Do forms need to be revised? Do policies need to be revised? Should new policies be considered? Review and follow with recommendations to council.
- Coordinate and implement a Youth Engagement Project to gather feedback, engage and create partnerships with Burlington youth. Feedback to be shared with members of council.
- Engage and partner with city engagement team (cHAT), Mayor's millennial committee and city Youth Coordinator.
- Coordinate a Canada 150 program to bring awareness to residents about embracing gender, ethnic, religious, political, social cultural and racial differences.
- Build on relationships with community partners. Focus on relationship with school boards. Make the invisible – visible.
- Promote a prayer/meditation room for staff.
- Provide ongoing support and advice for corporate policies, initiatives, strategies.
- Provide input to staff as requested (i.e. strategies, grant applications, events, community development).
- Increase contact with the public via website, participation at events, and coordination of occasions to bring community together. Make the invisible – visible.
- Review literature/reports/ information as it relates to inclusivity, diversity and equity.