



SUBJECT: Burlington Inclusivity Advisory Committee 2016 annual report and 2017 work plan

TO: Committee of the Whole

FROM: Clerks Department

Report Number: CL-07-17

Wards Affected: All

File Numbers: 130-01

Date to Committee: May 1, 2017

Date to Council: May 15, 2017

Recommendation:

Receive and file the Burlington Inclusivity Advisory Committee's 2016 annual report attached as appendix A to clerks department report CL-07-17: and

Receive and file the Burlington Inclusivity Advisory Committee's 2017 work plan attached as appendix B to clerks department report CL-07-17.

Purpose:

An Engaging City

- Good Governance
- Community Building through Arts and Culture via Community Activities

Background and Discussion:

The Burlington Inclusivity Advisory Committee (BIAC) was established in May 2008 in response to the Inclusive Cities, Canada – Burlington report released in March 2005. Its mission was established to promote ideals of acceptance, respect and equality toward all members of the community by developing initiatives to aid residents in becoming active participants within their community. As such, the Committee proceeded to engage the community and stakeholders through forums to help determine the priorities of Burlington in developing a more inclusive and diverse community. The feedback received from the civic engagement forums led to the

contracting of a consultant to produce an Inclusion Lens in 2011. An Inclusion Lens was completed by Turner Consulting Group in January 2012.

The Burlington Inclusion Lens remains an unused resource at the city.

Burlington is transforming as a result of a growing population of diverse ethnic, racial and socioeconomic populations, aging demographics, our LGBTQ community, newcomers and youth. Successfully navigating change involves the recognition that we must adapt to the ever-evolving needs of our citizens.

The BIAC continues to bring together diverse perspectives and experiences through our partnerships and collaborations with community stakeholders, citizens, and organizations, which work to enhance the quality of advice and guidance provided to council and city staff.

Engaging community partners by collaborating, consulting, and providing support has enabled us to keep our fingers on the pulse of emerging issues and opportunities and advocate achieving greater inclusion. When we listen to, and work alongside, those with a shared vision of inclusion, equity and diversity, we can harness the energy and resources necessary to make lasting change possible.

Appendix A to this report outlines the committee's involvement in stakeholder committees and community events, dialogues on inclusivity, equity and diversity with city staff and community partners, as well as comments and guidance provided to staff and council in 2016.

Appendix B to this report outlines the committee's 2017 objectives. In the coming year, the committee will focus on youth engagement, a Canada 150 program that promotes equity and inclusion in the community, and members will continue to engage senior leaders at the city to promote the implementation of the Inclusion Lens, inclusivity training for staff and policy development.

Financial Matters:

BIAC makes use of its operating budget for meeting expenses, attendance at stakeholder events, and print/reproduction costs related to promotional events hosted by the committee and its stakeholders. Should the committee require additional funding to support the implementation of key initiatives, a funding request will be submitted through the annual budget process.

Other Resource Impacts

The Inclusivity Committee currently operates with the assistance from a Committee Clerk. The Committee Clerk is responsible for providing administrative support to the

committee as well as facilitating or coordinating initiatives and events related to the Committee's mandate. Other city staff are engaged as required to support initiatives, share information and create connections.

Connections:

Members of the Inclusivity Advisory Committee participated in multiple city strategic plan stakeholder meetings. BIAC has aligned its work plan with the strategic directions identified in Burlington's Strategic Plan 2015-2040, as well as the City Manager's work plan.

BIAC membership includes representation from Burlington Public Library, Reach Out Centre for Kids (ROCK) / Positive Space Network, Halton Police, Halton Equity and Diversity Roundtable (HEDR), Burlington Seniors' Advisory Committee, Burlington Accessibility Advisory Committee, and citizen members representing age, gender, culture and ethnic diversity from various geographic areas of the city.

Public Engagement Matters:

The Burlington Inclusivity Advisory Committee's activities will continue to be promoted through the city website, and other media tools provided by corporate communications. Members of the committee will continue to engage with staff, stakeholders and residents to identify approaches that can enhance the city's ability to become a more inclusive city.

Conclusion:

In 2017 the needs of our diverse community will continue to be captured, with particular attention given to engaging with youth. A subcommittee focusing on youth engagement has been created and will focus on recommendations made by youth to improve and/or enhance city services that promote inclusion and respect. The dialogue with youth will also lend itself as a vehicle through which youth in Burlington feel heard and empowered to shape their local communities through civic participation.

Through a Canada 150 themed program, the BIAC will also focus on bringing awareness to residents about embracing gender, ethnic, religious, political, social cultural and racial differences in order to enjoy the benefits of a diverse and unified community.

Decisions made at all levels within a community have impacts on civic engagement and community development. The ongoing challenge is to sustain impacts made vis-a-vis our equity and inclusion initiatives by continuing to recognize all layers of identity and diversity. Moving forward, the BIAC will continue to enhance knowledge on the importance of an inclusive community, understand the lived realities of citizens and listen to the barriers/challenges they face, attend events organized by committees representing diverse groups in Burlington, and enhance our engagement with council and city-wide initiatives.

Equity and inclusion in municipalities is important. Decisions made by council, programs and services delivered by staff, and policies, practices and procedures established within the organization, need to reflect the diverse needs of the community. BIAC will continue to engage senior leadership regarding the implementation of the Inclusion Lens.

The Inclusivity Advisory Committee looks forward to continuing to engage the community, work with city staff and provide advice to council to advance equity and inclusion within the organization and the community.

“When a municipality works for those who are most at risk of exclusion, ... they work for everyone.” (*Advancing Equity and Inclusion - A Guide for Municipalities*, June 2015, © City for All Women Initiative (CAWI), Ottawa)

Respectfully submitted on behalf of, Gabriela Herrero, BIAC Chair and Katelan Dunn, BIAC Vice Chair,

Lisa Palermo

Committee Clerk

905-335-7600, ext. 7492

Appendices: (if none delete section)

- A. Burlington Inclusivity Advisory Committee 2016 annual report
- B. Burlington Inclusivity Advisory Committee 2017 work plan

Report Approval:

All reports are reviewed and/or approved by Department Director, Director of Finance and Director of Legal. Final approval is by the City Manager.