

## **Burlington Inclusivity Advisory Committee (BIAC) 2016 annual report**

- Comments provided to Councillor Lancaster to present in a roundtable discussion on gender equity at a local event held in support of International Women's Day, February 2016.
- BIAC Chair attended a stakeholder session held by the City Manager at 414 Locust Street, with other community stakeholders to discuss the city's proposed strategic plan priorities.
- Correspondence submitted to the Community and Corporate Services Committee meeting on March 21, 2016 in support of proposed gender neutral washrooms in city facilities.
- BIAC Chair delegated to the Community and Corporate Services Committee meeting on March 21, 2016 regarding gender neutral signage in city facilities to support Councillor Lancaster's staff direction proposing that future city facility washrooms be designated as "washrooms for everyone." BIAC member representing Positive Space Network was also in attendance to respond to inquiries.
- Correspondence sent to the Director of Parks and Recreation providing recommendations for consideration during the implementation of gender neutral washrooms in city facilities, May 2016
- Correspondence sent to Manager of Public Relations providing recommendations regarding city website content and design, May 2016.
- Recommendation provided to Manager of Public Relations to move translation feature on city website from the bottom of the page to the top, May 2016.
- BIAC Chair met with the Events Strategy consultant to provide feedback on behalf of BIAC, Fall 2015.
- BIAC members provided input to special events staff regarding Kite Festival and Canada Day festivities ( how to make events more inclusive, what groups to engage with...), January 2016
- BIAC met with Special Events staff to provide feedback regarding annual city events and to provide suggestions on how these events can be more inclusive moving forward, March 2016
- BIAC member participated as a project team member, to advise the project consultant regarding the Age Friendly Community Plan. (January – December 2016)
- Customer Relations Management (CRM) focus group participants. BIAC members participated in the focus group discussions to provide input on the city's customer service delivery strategy, February 2016
- Initiated contact, met and liaised with the following community partners:
  - Ahmadiyya Muslim Women's Association

- Indigenous community – members attended a tour at the First Nations.
- Halton Region Diversity Coordinator
- City of Burlington staff (City Manager, Director of Human Resources, Manager of Culture, Recreation Coordinator – Youth Programs, Coordinator – Festival and Events, Canada 150 Coordinator, Supervisor – Business Services, Corporate Public Involvement Consultant)
- Halton Equity & Diversity Roundtable (HEDR) Coordinator
- BIAC provided the Director of Human Resources with feedback regarding the hiring process and attracting diverse applicants. BIAC advocated for diversity training for city staff.
- BIAC provided the City Manager with recommendations regarding enhanced diversity and inclusion within the corporation and via customer service. BIAC advocated for a diversity/inclusivity/equity coordinator, diversity champion, diversity training for city staff, diversity targets in performance management, etc.
- Participated in the Halton Police Services Paint the Town media event held at City Hall - showcasing student artwork depicting the theme of anti-bullying, June 2016.
- Participated (engaged with community) in the Ward 6 Love My Hood Event, June 2016.
- Participated (engaged with community) in the Halton Pride Event, June 2016.
- Participated in an "Acceptance and Inclusion Initiative" hosted by community librarians. This meeting explored the role youth want to play in becoming more engaged within their community in ways that promote inclusion, diversity, respect and acceptance, Burlington Public Library, November 2016. More meetings planned for 2017.
- Membership on the Halton Equity and Diversity Roundtable (HEDR).
- BIAC members attended the annual HEDR conference regarding Gaining a Greater Understanding of Indigenous Issues, November 2016.
- BIAC conducted a web survey regarding inclusiveness of city services. (approx. 100 responses received to date)
- BIAC approved a direction to coordinate and implement a youth engagement project in 2017 to satisfy the terms of reference requirement to deliver an Engagement Forum.
- BIAC approved a direction to coordinate and implement a Canada 150 themed project to bring awareness to residents about embracing gender, ethnic, religious, political, social cultural and racial differences.