

BIAC Advisory Committee
2021 Workplan

Item	Details	Lead	Budget
Theme	<p>Choose one:</p> <ol style="list-style-type: none"> 1. Support the City of Burlington Council to grow and maintain the city's diversity; nurture and sustain an inclusive culture and create an authentic welcoming and safe environment where differences are celebrated, innovation is fostered and where there is zero tolerance for hate, racism or discrimination in all its forms. 2. The Burlington Inclusivity Advisory Committee is dedicated to creating and facilitating opportunities for newly settled and culturally diverse Burlingtonians to be heard by their elected local representatives, to be integrated within their communities, and to be respected as valued residents within the City. 		
Purpose	To promote and encourage inclusivity in all aspects of our city and to identify systemic racism in city policies, practices, programs and decisions in order to eliminate it.		
Action Items	<p>Review data from the Mayor's Office about racism and hate crimes in Burlington and look at what work is being done in this area.</p> <p>Collect data from anti-racism work done by municipal/local community organizations and service providers.</p>		

	Then use this information to help support initiatives below.		
	Provide advice to city council and staff on enhancing inclusivity in programs, policies, hiring practices and services provided by the city so as to identify unconscious or systemic bias based on age, creed, disability, family and marital status, gender identity and gender expression, race and related grounds, receipt of public assistance, record of offences, sex or sexual orientation (OHRC).		
	<p>Build the capacity of city staff by providing training and professional development opportunities to:</p> <p>(i) assist in ensuring staff members are more confident and capable when navigating equity, diversity and inclusions issues; and</p> <p>(ii) promote the advancement of underrepresented groups; and</p> <p>(iii) respond appropriately to anti-racism issues that may occur</p>		
	Develop an equity, diversity and inclusion Tool Kit for all city staff members, especially managers to ensure that all future activities are being viewed through this lens		
	Encourage the city to connect with a more diverse candidate pool that reflects the makeup of the community and ensures bias-free recruitment practices		
	<p>Develop an anti-racism resource page to be added to the City's website that includes a glossary of terms, self-learning resources etc.</p> <p>Include links to webinars/live events, equity and diversity panel discussions or book clubs etc. (as organized by Halton Equity & Diversity Roundtable in partnership with libraries)</p>		

	Recommend a 'Welcome to the City of Burlington' signage in many languages		
	<p>Create an Anti-Racism Forum to promote positive messages in social media to help address local incidents in collaboration with the community and local businesses.</p> <p>Involve leaders from marginalized communities in planning and organizing (Our Community Cares). Utilize organizers who already have good working partnerships with various community groups and have established 'grass-roots' in their area to produce a more culturally and socially inclusive forum</p>		
	<p>Identify existing local community and cultural out-reach events in the City that promote inclusion; identify whether the City would benefit from supporting the event(s) by raising awareness, providing financial aid and other supports.</p> <p>Advocate for official City participation or engagement by city councilors or management.</p>		
	To refer to/post/utilize the 2021 Diversity Calendar - Multicultural Religious Holidays, Ethnic Inclusion and have a small part of the home page reflect each day's special event as per the inter-faith/inter-culture calendar		
	<p>Identify local newcomer agencies, cultural groups and other community groups that would benefit from public and City support or recognition.</p> <p>Connect agency/group leaders to relevant City stakeholders and officials such as Halton Equity and Diversity Roundtable and use their</p>		

	expertise to execute short term goals.		
	Create an assessment tool for the city to use to uncover where the diversity and inclusivity gaps are in our community and set a standard practice which can provide assistance to those areas in order to fill in such gaps.		
Total Budget			\$