



TOWNSHIP OF SOUTH STORMONT

Title: Employment Equity, Diversity and Inclusion

Policy Category: Human Resources - Employment

Effective Date: September 22, 2021

Policy Statement

The Township of South Stormont is committed to creating a workplace that is equitable, diverse, inclusive, respectful and protects the human rights of all employees. The Township will foster a work environment that respects the dignity, ideas and beliefs of all, thereby ensuring equity and diversity in employment, delivery of goods and services, and facilities to the public and administration of contracts as defined by the human rights legislation.

Purpose

This policy is established to create a working environment that supports the values relating to employment equity, diversity and inclusion.

Scope

This policy applies to all Township of South Stormont employees (including but not limited to full-time, part-time, students, volunteers, interns), contractors and consultants at all work locations.

Objectives

- To communicate the Township's commitment to a diverse workforce where the skills, experience, and perspectives of all are recognized.
- To promote behaviours and actions that support equity, diversity and inclusion throughout the organization.

Policy

The Township of South Stormont is committed to creating an inclusive culture in which employee differences and perspectives are recognized and valued. The Township believes that in bringing together individuals from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, the organization will deliver the best results.

The Township of South Stormont will promote equity, diversity and inclusion as follows:

- Supporting Employment Equity: Ensuring no person is denied employment opportunities or benefits for reason unrelated to ability and removing any obstacles that may hinder constructive employee-employer relations.
- Embracing Workforce Diversity: Respecting the age, gender, ethnicity, national origin, sexual orientation, disability, gender expression/identity, education, religion etc. of all employees.
- Valuing Diversity of Perspective: Leveraging the diverse thinking, skills, experience, expertise and perspectives of all employees.
- Reinforcing a Culture of Inclusion: Promoting the active participation of all employees and understanding that a mix of different backgrounds and identities is an asset to a heterogenous customer base.
- Respecting Stakeholder Diversity: Developing strong and sustainable relationships with diverse shareholders, communities, employees, government, partners, and clients.

The Township of South Stormont will utilize the following practices to promote equity, diversity and inclusion:

Shared Accountability and Responsibility:

- Using fairness, transparency, respect, courtesy and collaboration, we will build bridges, expand knowledge, become innovative and increase the capabilities of the organization.
- All employees are held accountable and responsible to uphold the values of the Township and achieve the organization's goals in a mutually respectful environment.
- We will achieve the goals of the organization through the active participation of all employees at all levels.
- The leadership team through their behaviours and actions will demonstrate a commitment to fostering a workplace where people feel included, valued, and able to contribute their best.

Township of South Stormont commits to achieving equity, diversity and inclusion by:

- Striving to understand and mitigate the systemic barriers or obstacles experienced by team members who belong to minority groups.
- Developing and implementing goals, policies, competencies and special initiatives to promote inclusion, diversity and equity.

- Forging a culture of inclusion that is welcoming, respectful, accessible, and does not tolerate stigma, harassment or discrimination.
- Complying with existing federal, provincial and Township legislative requirements.
- Tracking and regularly evaluating the effectiveness of the initiatives that are undertaken, ensuring the outcomes are communicated.
- Building strong community relationships to enhance access to services and promote understanding of the law to overcome prejudice and bias.

Monitoring and Compliance

All parties are required to comply this policy. In cases of policy violation, the Township may investigate and determine appropriate corrective measures.

Authority and Related Policies

Human Rights, Recruitment and Codes of Conduct

Definitions

Equity: Treating individuals and groups fairly, not necessarily equally or the same; recognizing that there are no barriers to employment, participation, access and inclusion in the workplace. The principle of equity acknowledges that systemic barriers exist, and action is needed to address historical imbalances.

Diversity: The recognition that we are all unique and bring with us varied experiences, perspectives, and approaches to the workplace

Inclusion: Intentionally creating a sense of belonging where all employees are recognized and valued for their uniqueness; and collectively promoting a work environment where individuals can be authentic selves.

Contact

For more information on this policy, contact: Chief Administrative Officer