

Diversity and Inclusion

Equity and Inclusion Lens

**Presentation to
Hire Immigrants Ottawa
May 15, 2013**



Objectives of the Presentation

- To provide an overview of diversity and inclusion
- To share the Equity and Inclusion Lens tool for promoting diversity and inclusion at the City of Ottawa
- To highlight some successes using the tools

Diversity and Inclusion

Background

- Prior to amalgamation, policies and programs in place
- 2002 - City Council approved the Equity and Diversity Policy
- Self identification survey carried out

Diversity and Inclusion Background

- Employment Systems Review undertaken
- Corporate and Departmental Diversity Plans developed
- Plans are being implemented

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Story of the Equity and Inclusion Lens

- 1999 – City Council passed motion to improve women’s equal participation in municipal government
- 2002 – Council approved Equity and Diversity Policy
- Advocacy from community for changes in employment practices and services – CAWI formed

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Story of the E & I Lens (cont'd)

- 2004-Council passed a motion to recognize CAWI as a partnership and allocate City staff to work with CAWI to promote gender equality
- 2005-07 – Gender Equality Lens developed and piloted in strategic projects in the City – Evaluation conducted by CAWI

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Story of the E & I Lens (cont'd)

Conclusion:

- Tool was useful – need to add intersectional approach
- Pressures from other groups asking for similar lens
- 2008-10 - Developed, piloted and evaluated Equity and Inclusion Lens

2011 – Implementation

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Equity and Inclusion Lens

What is it?

- A tool to guide City staff in developing programs, policies, practices and services that promote equity and inclusion internally (employment) as well as externally (provision of services)

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Equity and Inclusion Lens

What does it consist of?

- A user's guide that poses questions to answer in specific areas of work
- Diversity Wheel to understand diversity
- Worksheet to help build action plans

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Equity and Inclusion Lens

What does it consist of:

- 11 Diversity Snapshots
 - who we are
 - their contributions
 - barriers they face
 - their vision of an inclusive city
 - what is City of Ottawa doing

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Equity and Inclusion Lens

4 prong strategy to implementation

- Strategically attach to Service Excellence Plans and Council's Strategic Directions
- Training and Coaching
- Awareness building
- People Plan/Diversity Plan

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Equity and Inclusion Lens - Impact

So, what are we actually seeing?

- Greater visibility of community groups in civic engagement process
- E&I Lens has informed the development of key strategic plans (i.e. Cultural Renewal Plan, Older Adult Plan, Social Recreation Strategy)

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Equity and Inclusion Lens - Impact (cont'd)

- Mayor's Youth Summit
- Seniors Summit
- Impact study using the E&I Lens to help inform route optimization plan for Transit Services
- Increased staff awareness and dialogue

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What's happening now

Training and awareness

- 2-hour workshops for management and staff
- Highlight diversity calendar
- Coaching and support after the training
- Diversity Cafes

Key elements: Management buy and integration into day to day operations

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What's happening now

Training and awareness (cont'd)

- Over 780 staff trained to date
- 272 staff attended 9 Diversity Cafes in 2012 (focused on the diversity snapshots)
- Leverage existing events to offer cafes, i.e. Aboriginal Awareness Day, Pride Week
- Cafes held to promote E&I Lens pillars – diversity, equity, inclusion and systemic barriers

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What's happening now?

Outreach/Recruitment

- increased visibility at targeted career fairs and community events
- Developed employment video on www.ottawa.ca immigration portal
- Established Diversity Champion Programs
- Introduced functionality to allow self identification and tracking of applicants and new hires

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Summary

- E&I Lens is the tool and method, not the end goal
- Dual approach to implementation
- Focused on management as a first step
- Capitalize on levers at the right time

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Summary

Messages to management for buy-in

- Council and Executive endorsed
- Can help to achieve Corporate commitments
- Improve client/employee outcomes/service
- Can be used to leverage strategic relationships
- Addresses barriers and issues proactively
- Easy tool – use what you need, when you need it