

Welcoming and Inclusive Communities

Wednesday, September 28, 2011

the Future is Local



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“If it wasn’t for the Welcoming and Inclusive Communities partnership, I wouldn’t have known how to address racism when I was faced with it on a community board.”

Mayor, Mayerthorpe

“We still have much work to do but can see gains in the area of awareness and promotion of human rights and anti-discriminatory practices.”

Regional Municipality of Wood Buffalo



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Welcoming and Inclusive Communities

A ***Welcoming and Inclusive Community*** is one which is free from discrimination and where residents feel able to participate in all aspects of the social, cultural and economic life on the municipality.



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Welcoming and Inclusive Communities

The goal of the WIC initiative is to help build municipal capacity to become more welcoming and inclusive.

- Canadian Coalition of Municipalities Against Racism & Discrimination
- WIC Provincial Campaign
- Provincial Network



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What does the WIC Initiative offer?

- Information and support to join CMARD
- Resources on diversity and inclusion
- Resources on newcomer integration
- Support in the development of your community's action plan
- Support in responding to specific concerns in your community
- Connection with other municipalities working to become more welcoming and inclusive





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AUMA Immigration Project

To support Alberta municipalities in the successful *attraction, retention and integration of newcomers.*

- Microsite of tools and resources
 - Best practice videos
- 8 Capacity Building Workshops (Nov 2011-Feb 2012)
- Supported by AEI's *Come Together Alberta* strategy





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- Developed by the Canadian Human Rights Commission
- A roadmap and evaluative tool for building a culture of human rights in your municipality
- Legally based on the Canadian Human Rights Act and the Employment Equity Act



A maturity model is a tool used to foster continuous improvement in an organization.





Why should municipalities use the HRMM?

- Actions streamline with municipal core business
 - Workforce, Policy, Consultation, Procurement, Communications
- Offers both an efficient assessment tool and concrete ideas for moving forward
- Based on notion of 'getting your house in order first'
 - Municipalities can set best practice standards
- Offers options for ways to use the model



Ways to use the model

- a) Get a quick snapshot of where your municipality is at
- b) Find ideas for concrete actions to advance inclusion in your municipality
- c) Fully adopt and implement all components of the HRMM as your municipality's change model





The 5 Levels



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The 5 Elements

- Leadership and Accountability
- Alignment of Policies and Practices
- Capacity Building
- Communication
- Evaluation



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HRMM Assessment Tool

Leadership & Accountability

Criteria	Indicators	Assessment	Supporting Evidence	Identified Gaps
LEVEL 1 - Intent 1. Senior leadership is committed to making the improvement of both the CMCA and RCL and is contributing to the HRMM journey.	a) Senior leadership has made a visible commitment to a human rights culture change. b) Senior leadership has started to engage with employees/employees associations to promote the change. c) HR or other resources has been identified for dealing with discrimination complaints and employment equity.			
LEVEL 2 - Method 5. Management engagement in culture change.	a) Human rights changes have been identified within managers. b) Performance objectives/objectives of HR or other resources include human rights responsibilities. c) Inclusion of employment equity in managers' job descriptions, as well as performance objectives on human rights responsibilities. d) HR or other resources have been assigned the development of recruitment, hiring and integration strategies to reflect employment equity principles.			
LEVEL 3 - Measured Results 14. Management act in accordance to their roles and	a) Managers and supervisors are meeting performance objectives on human rights responsibilities.			



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Municipal Case Studies

- Brooks (Leadership & Accountability)
 - Leadership is committed to a human rights culture change
- RM Wood Buffalo (Capacity Building & Resources)
 - Human rights training available to all municipal employees
- Calgary (Alignment of Policy and Processes)
 - Internal and external policies and practices reflect human rights
- Edmonton (Communication & Consultation)
 - Partners are involved in initiatives related to human rights



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HRMM: Resources and support

- Online tools to be released in 2012
- Draft implementation guide
http://www.chrc-ccdp.ca/hrmm_mmdp/hrmm_guide_mmdp-eng.aspx



How can WIC support you?

- 8 Capacity Building Workshops
 - November 2011 – February 2012
- WIC Provincial Campaign
 - Tools available to all Alberta municipalities
- Immigration Project Microsite
 - Coming November 2011 at <http://wic.auma.ca>
- WIC Provincial Network Meeting
 - November 30 – December 2, 2011
- Ongoing support & action planning





Contact us

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