

Welcoming and Inclusive Communities

June 2017 Mayors' Caucus

WE ARE
economies
OF SCALE

WE ARE THE
support
YOU NEED

WE ARE THE
experts
IN MUNICIPALITIES

WE ARE YOUR
advocate



Welcoming newcomers is key to boosting sustainability

For municipalities with populations less than 2,500, the 2016 census revealed that 25 towns and 42 villages experienced a decline in population.

The average population loss was 8.4 per cent.



Discrimination comes in many forms...

race
ability
immigrationstatus
sexuality
geographiclocation
ethnicity
gender
religion
heritage
familystatus
education
occupation
age
language
income

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The costs of not acting

- Increased social conflict
- Increased vandalism or crime
- Lower tax revenues as a result of under-utilized skills of persons at risk of discrimination
- Failure to meet municipal mandate to serve all residents
- Low participation in municipal affairs

Welcoming and Inclusive Communities

A welcoming and inclusive community is one where all residents are able to participate in all aspects of the social, cultural, political and economic life of the community without fear of discrimination.



Welcoming & Inclusive Communities
Together we shine



Welcoming and Inclusive Communities Toolkit

wic.auma.ca



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Planning Together: Guide to Municipal Immigration Action Planning in Alberta



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**Some people visit
their in-laws.
Others enjoy
their vacations.**

That's the beauty of diversity. We're all unique, but when we embrace our differences and combine our strengths, truly remarkable things can happen.
Together we shine

Campaign Kit



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The Alberta Urban Municipalities Association

MEASURING INCLUSION TOOL



Measuring Inclusion Tool

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External resources

1. Wood Buffalo
2. Calgary
3. Grand Prairie
4. Edmonton
5. Drayton Valley
6. Brooks
7. Lethbridge
8. St. Albert
9. Innisfail
10. Wetaskiwin
11. Fort Macleod
12. Provost
13. Devon
14. Red Deer
15. Medicine Hat
16. Cochrane

Coalition of
Municipalities Against
RACISM
and **DISCRIMINATION**

Resources from Human Rights Commission

- Community Inclusion grant
- Educational workshops
- Designated staff support for municipalities



How will your community act in the future?



Image source: Jasper community dinner February 5, 2017

Examples of inclusion initiatives

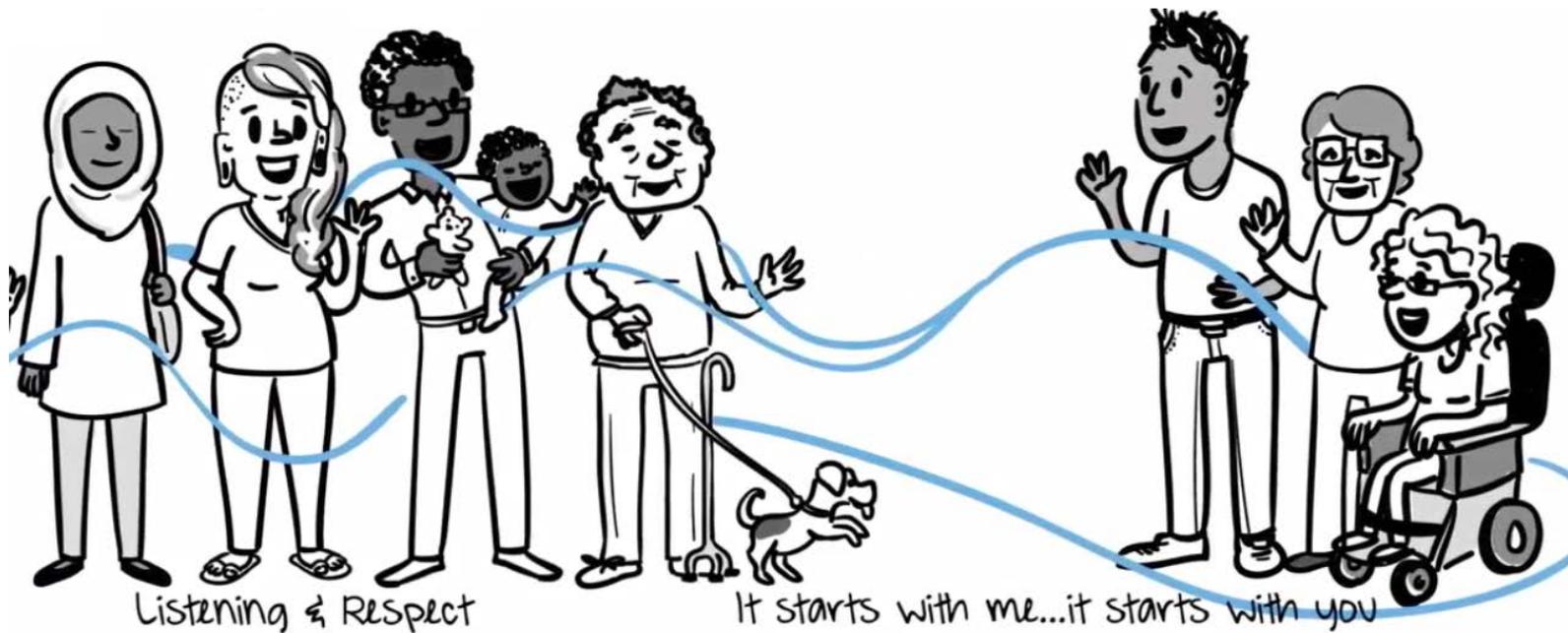
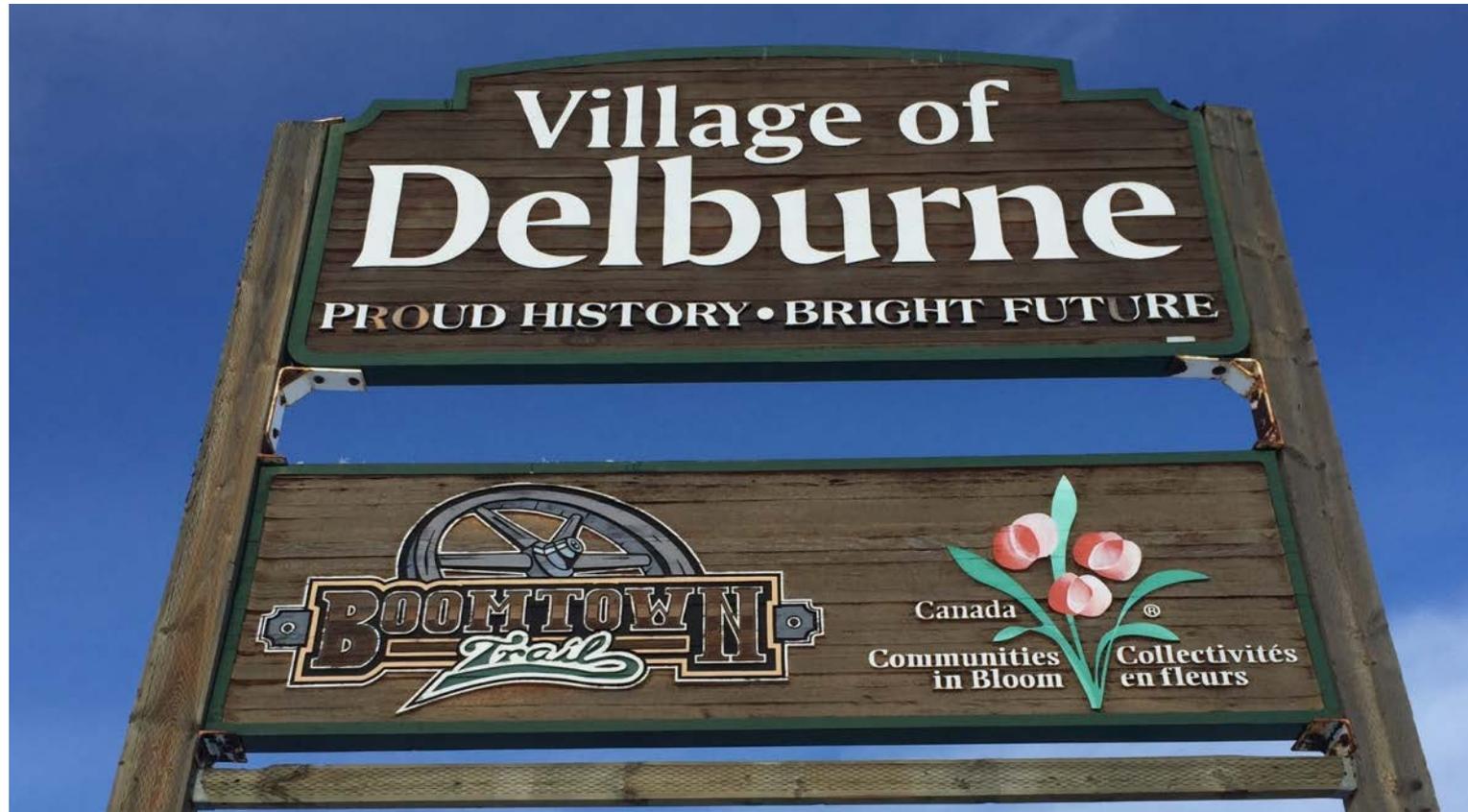


Image source: City of St. Albert diversity and inclusion video

Karen Fegan, CAO, Village of Delburne



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Belonging: DELBURNE











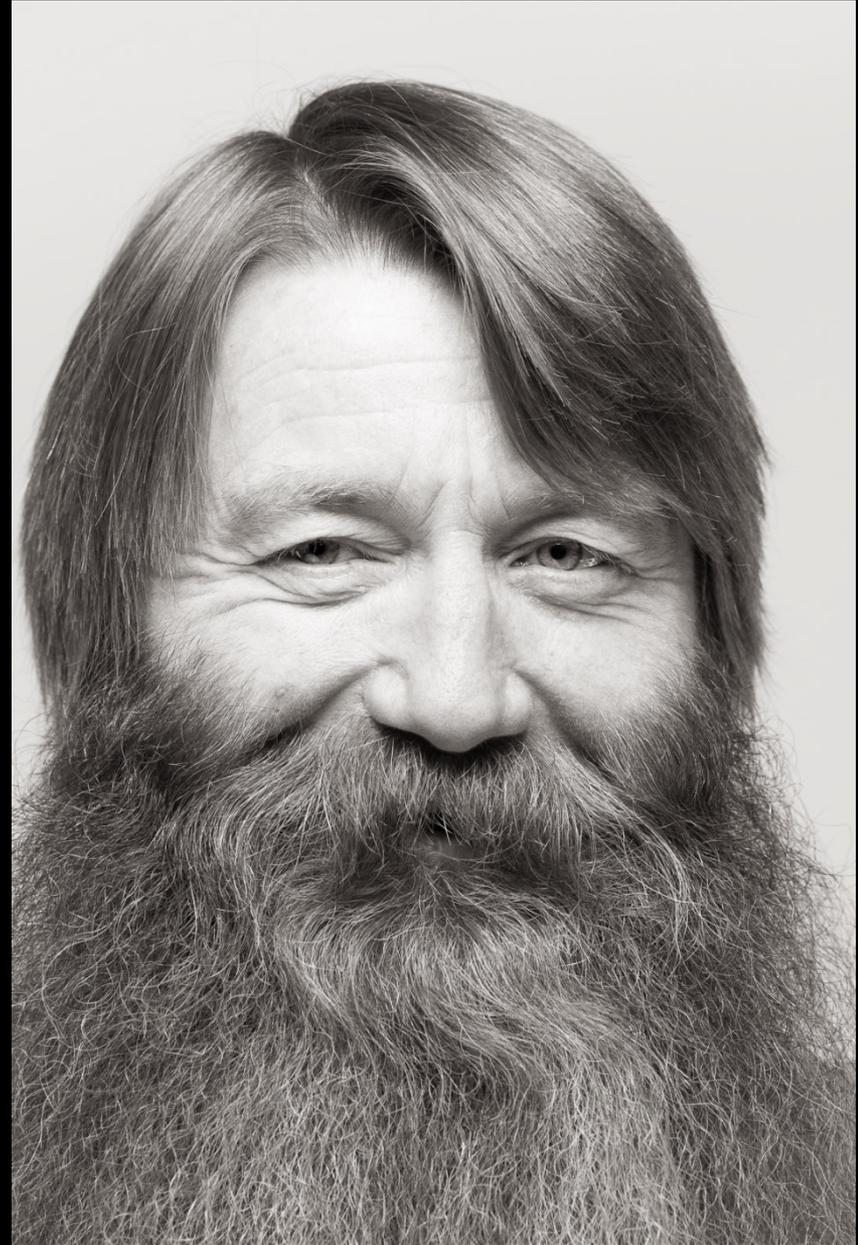
A charity that develops and supports learning communities that help people to collaborate, co-generate knowledge and achieve collective impact on complex community issues.

- Collaborative Leadership
- Reducing Poverty
- Deepening Community

www.tamarackcommunity.ca

“Make your voices heard, work for the betterment of your fellow man, and above all be grateful. He who carries his neighbor across the stream also arrives. There are not perfect people, only perfect intentions.”

- Tim





“Shifting culture. People are starting to imagine something different which will equal doing something different”

- Marc





“What attracted me to this initiative is the incredible sense of belonging it truly is creating. And, make no mistake, we the community members get to drive this initiative forward.”

- Bev



This is the place to be...

The hidden power of the process lies in its principles:

1. Everyone is welcome. If you show up, you are included.
2. When you are there, you own the space.
3. Everyone is equally heard.

- John Beebe





“I want to be him when I grow up.”

- Hailey



“With this project we have
allowed ourselves to become
vulnerable for 15 minutes...





... In those 15 minutes we have come to realize where we fit in our community and how we can contribute our time and talents.”

- Jeana

“I really enjoy older peoples’ photos as you can see their life in their face. And, I wondered if I would ever get to that point. I really love my photo. I am not Hollywood pretty, but every time I look at it, I see my life right there.”

- Brenda





“When you first asked me to put my photo up, I was ooooooh. But now I am really proud. This is shifting the feeling of the community”

- Lisa

Delburne in
Motion...

Questions



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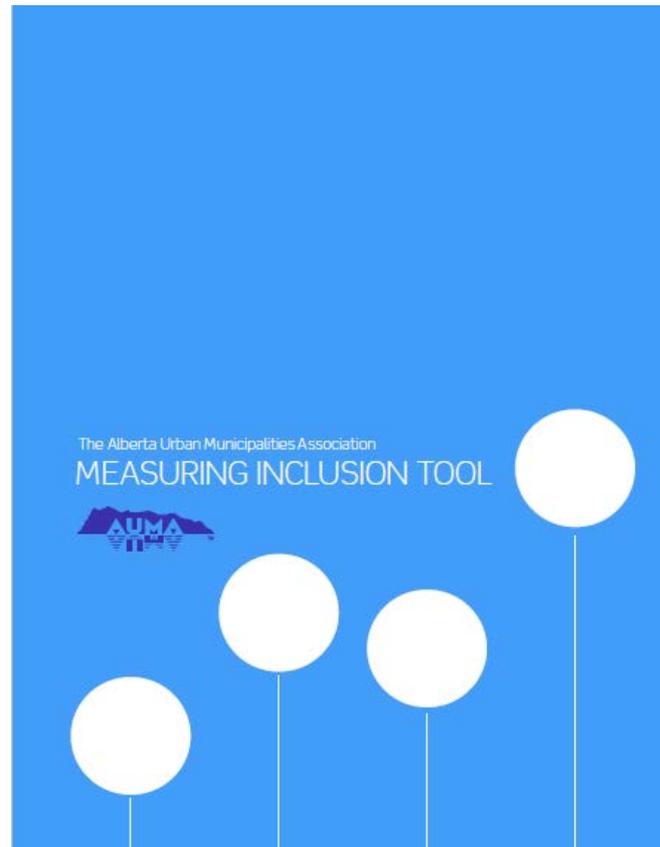
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Exercise & discussion on inclusion



Measuring Inclusion Tool

1. Leadership & Accountability
2. Commitment of Resources
3. Planning, Implementation & Measurement
4. Human Resources Policies & Practices
5. Employee Engagement & Education
6. Procurement
7. Municipal Social Services
8. Economic Development
9. Infrastructure & Land Use
10. Citizen & Community Engagement
11. Other Municipal Services
12. Capacity of Community Organizations
13. Non-Municipal Social Services
14. Public Attitudes & Awareness
15. Responses to Incidents of Discrimination

Levels of Inclusion

Invisible	Awareness	Intentional Inclusion	Strategic Inclusion	Culture of Inclusion
We do not recognize that there is a problem.	We know there is a problem, we are taking tentative steps, but we are not sure how to proceed.	We have acknowledged the importance of diversity and are taking formal steps to promote inclusion.	We are committed to eliminating all forms of discrimination through systematic change.	Inclusion is normal and part of our culture.

————— More inclusive —————→

Instructions

of
Invisible
indicators
selected

3

- Invisible**
- The same group of people attend town halls, take surveys or write letters to the editor
- If there is community participation in decision-making, it is by informal groups of civic and business leaders who are mostly wealthy, white and male
- Consultation meetings are conducted using Robert's Rules or a similar set of procedures with little room for unstructured conversation
- When residents raise issues around discrimination or '-isms', decision makers don't know what to do, get defensive or don't take them seriously
- External communication is available only in English and includes jargon or terminology

Awareness

- Some effort is made to include marginalized voices in consultation; often those engaged are in traditional leadership roles (e.g. the local youth council president)
- Resources are not available to go beyond traditional consultation methods
- While there is some consideration that the audience for municipal communications is diverse, there is no strategy to address this
- The municipality is becoming aware of other local service providers that work with

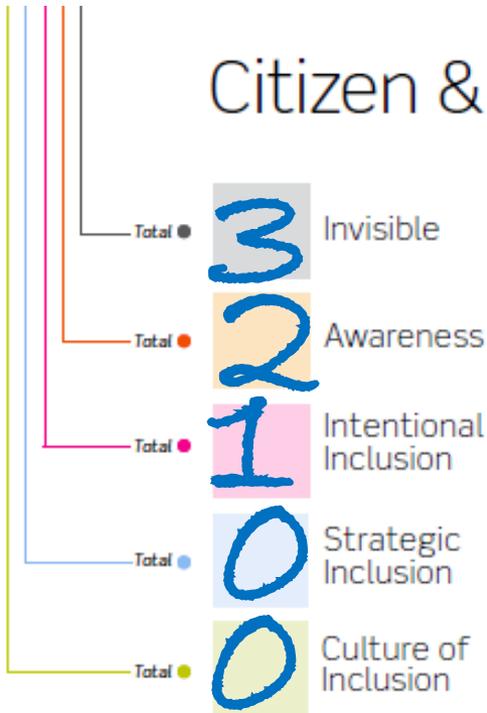
of
Awareness
indicators
selected

2



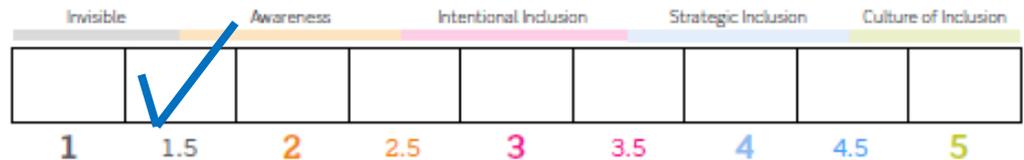
Instructions

Citizen & Community Engagement Score



Your Score

Based on your answers, select the level that is most representative of your current state of inclusion for the area of Citizen & Community Engagement.



Questions for discussion

1. What stood out for you in your evaluation?
2. What change(s) would you like to see in your municipality as a result of doing this evaluation?

Measuring Inclusion Tool

1. Leadership & Accountability

- 2. Commitment of Resources
- 3. Planning, Implementation & Measurement
- 4. Human Resources Policies & Practices

5. Employee Engagement & Education

- 6. Procurement

7. Municipal Social Services

- 8. Economic Development

9. Infrastructure & Land Use

- 10. Citizen & Community Engagement

- 11. Other Municipal Services

12. Capacity of Community Organizations

- 13. Non-Municipal Social Services

14. Public Attitudes & Awareness

- 15. Responses to Incidents of Discrimination

We all have a
role in ending
discrimination

We are Alberta
Our diversity
is our strength



Human rights
are for all of us.

 Alberta
Human Rights Commission
albertahumanrights.ab.ca

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More information

- Website wic.auma.ca
- Webinars bit.ly/AUMA_YouTube
- Email wic@auma.ca



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