

COMMITTEE OF THE WHOLE (1) – JULY 13, 2020

STAFF COMMUNICATIONS

Distributed July 13, 2020

Subject

SC1. Memorandum from the DCM, Corporate Services, City Treasurer and CFO and the Acting Chief Human Resources Officer, dated July 10, 2020.	Creation of a New Full-Time Permanent Diversity & Inclusion Officer
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Please note there may be further Communications.

DATE: July 13, 2020

TO: Mayor and Members of Council

FROM: Michael Coroneos, DCM, Corporate Services, City Treasurer and CFO
Christine Gianino, Acting Chief Human Resources Officer

**RE: STAFF COMMUNICATION – July 13, 2020 Committee of the Whole (1)
CREATION OF A NEW FULL-TIME PERMANENT DIVERSITY &
INCLUSION OFFICER**

1. Purpose

The purpose of this memorandum is to inform Mayor Maurizio Bevilacqua and Members of Council that staff will be proceeding with the creation of a new senior full-time permanent employment (FTE) opportunity – Diversity & Inclusion Officer.

This position will reside in the Office of the Chief Human Resources Officer (OCHRO), reporting directly to the Chief Human Resources Officer. The current Accessibility & Diversity Coordinator will report directly to the Diversity & Inclusion Officer.

The position will be created by repurposing an existing FTE vacancy (and its associated budget) currently available in the Corporation. No new funding is required to establish this position.

The Diversity & Inclusion Officer will influence the Corporation's activities, provide strategic guidance and advise on policies, processes and procedures related to diversity. This position will help bring about a renewed mandate for the Office of the Chief Human Resources Officer. The successful candidate will also attend meetings of the Senior Leadership Team, as an advisor on Diversity and Inclusion matters.

Additional responsibilities will include, but are not limited to:

- Championing diversity and inclusion for the organization, ensuring the City's programs and services embrace and reflect the City's diverse community;
- Developing and implementing key access, equity, diversity & inclusion goals/actions for strategic and corporate initiatives and plans;
- Developing, implementing and monitoring diversity and inclusion frameworks and programs for the city, working closely with Council, senior management, human resources, departments, unions, associations, relevant community partners and other internal and external stakeholders;
- Providing staff support to the new Diversity and Citizen Engagement Task Force and the existing Accessibility Advisory Committee, in addition to other meetings of Council;
- Overseeing and managing implementation of the City's Accessibility Plan and

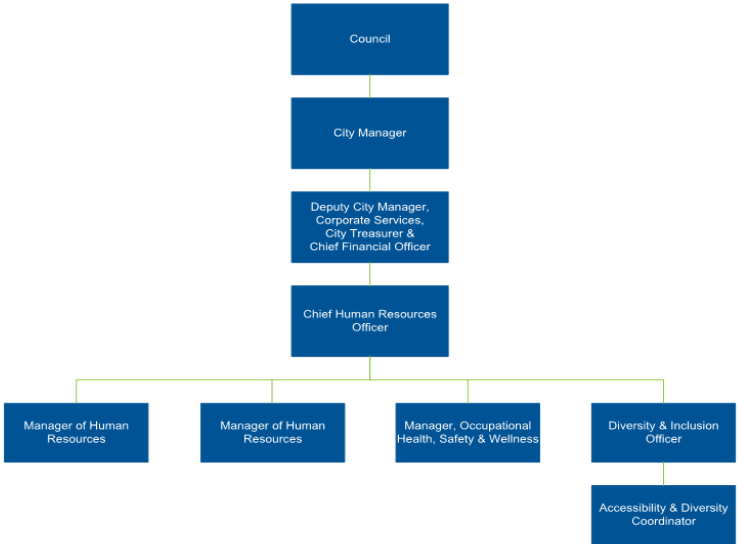
ensuring regular updates are provided to relevant parties;

- Providing leadership, strategic advice and guidance on diversity and inclusion initiatives and programs to Council, city staff, community groups, other municipalities, jurisdictions and levels of government;
- Initiating, fostering and maintaining co-operative, productive and strategic working relationships with internal and external partners, and participating as a member of various diversity committees and boards;
- Developing and implementing effective reporting mechanisms to provide timely, accurate and transparent information regarding the city’s progress in meeting its diversity and inclusion goals and objectives; and
- Ensuring compliance with provincial and federal statutes, regulations and standards and municipal by-laws and policies related to access, equity, diversity and inclusion.

The Accessibility, Diversity & Inclusion Lead will work closely with York Region. This position will help ensure the City's initiatives and services align with the broader regional framework. York Region is recognized as one of Canada’s Best Diversity Employers.

Organizational Chart - update

City of Vaughan
Office of the Chief Human Resources Officer



2. Analysis

Background:

People in Vaughan, and around the world, are mobilizing in unity against anti-black racism, discrimination and inequality in all its forms. As a safe, welcoming and inclusive community that champions multiculturalism and diversity, the City of Vaughan stands in ongoing solidarity and condemnation against all forms of discrimination and injustice.

The City works closely with residents, community organizations and other levels of government to take meaningful action against all inequalities.

During a meeting of Committee of the Whole (2) on June 16, 2020, Committee endorsed a Member's Resolution brought forward by Mayor Maurizio Bevilacqua recommending the renaming of the August Civic Holiday in honour of John Graves Simcoe, the first Lieutenant-Governor of Upper Canada, and a leading proponent of the Act Against Slavery.

The City continues to advance an agenda of inclusion. These efforts include developing an Inclusion and Diversity Framework and creating a Diversity and Citizen Engagement Task Force. In January 2020, Mayor Bevilacqua signed the Vaughan Inclusion Charter in support of the Inclusion Charter for York Region. The Charter promotes and celebrates human rights and accessibility and strengthens a sense of belonging for everybody in the community to ensure they all have access to the same opportunities.

As part of the City's ongoing efforts, Mayor Bevilacqua and Council directed staff to create a new employment opportunity that will serve as a champion of change and growth, ensuring that city-building initiatives encompass diversity, accessibility and inclusion.

Environmental Scan:

Staff performed an environmental scan of public and private-sector organizations to review best practices of similar positions. Municipalities analyzed include York Region, Richmond Hill, Markham, Brampton, Mississauga and Oakville. The diversity function within these comparator municipalities is commonly done by a consultant, specialist, and/or advisor type role. Those responsibilities and qualifications align more closely with the City's existing Accessibility & Diversity Coordinator position.

Conclusion:


The OCHRO will immediately proceed with a public recruitment effort for the Diversity & Inclusion Officer. The successful candidate will be tasked with making recommendations on immediate next steps, which may include hiring an external consultant to assist with carrying out our key deliverables such as diversity audits and/or aid in the development and delivery of training for related courses, in order to assess the organization's current state.

We are confident that with the creation of this key leadership position, we will be recognized as a leader among municipalities of our size and it will truly demonstrate that diversity, accessibility and inclusion are of utmost importance and a significant priority for the City of Vaughan.

For more information, contact Christine Gianino, Acting Chief Human Resources Officer at extension 8331.


Regards,

Gianino,
Christine

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Christine
Date: 2020.07.10 11:57:53 -04'00'

Christine Gianino
Acting Chief Human Resources Officer

Coroneos,
Michael

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Michael
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Michael Coroneos,
Deputy City Manager, Corporate Services, City Treasurer & CFO