



September 24, 2018

Christopher Raynor
Regional Clerk
Regional Municipality of York
17250 Yonge Street
Newmarket, ON L4P 1L3

RE: INCLUSION CHARTER FOR CITY OF MARKHAM (11.0)
[Presentation](#) [Report](#)

Dear Mr. Raynor;

This is to advise that Council, at its meeting held on September 12, 2018, adopted the following resolution:

- 1) That the presentation entitled “Markham’s Inclusion Charter” be received; and,
- 2) That Council endorse the Inclusion Charter for Markham, set out in this report; and,
- 3) That the Clerk circulate this report, for information, to local municipalities, York Region, The Race Relations, Seniors, Youth Council and Accessibility Advisory Committees, the York Region Accessibility Advisory Committee, the York Regional Police Services Board, Community Partnership Council and the Municipal Diversity and Inclusion Group; and further,
- 4) That Staff be authorized and directed to do all things necessary to give effect to this resolution.

For background information, please see the hyperlink contained in the subject of this letter. If you have any questions, please contact Cheryl McConney-Wilson at 905-477-7000 ext. 2557.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kimberley Kitteringham', with a long horizontal stroke extending to the right.

Kimberley Kitteringham
City Clerk

cc:

All York Region Municipalities

York Regional Police Services Board

Frank Scarpitti, Co-Chair, Community Partnership Council

Nella Iasci, Co-Chair, Community Partnership Council

Sandra Tam, Community Partnership Council

Kim Adeney, Municipal Diversity and Inclusion Group (MDIG) and York Region Accessibility
Advisory Committee

Lisa Gonsalves, MDIG

Insp. Ricky Veerapan MDIG



BUILDING MARKHAM'S
FUTURE TOGETHER



Markham's Inclusion Charter

Presentation to General Committee

September 4, 2018



Background

- Mayor Scarpitti, as Chair of the [Community Partnership Council](#), facilitated the creation of the Municipal Diversity and Inclusion Group (MDIG) in 2016
- The Municipal Diversity and Inclusion Group (MDIG) which is co-chaired by York Region and York Regional Police, was formed to develop the Inclusion Charter which included soliciting Markham's contribution and expertise
- The Inclusion Charter was identified as an effective way to respond positively to rapidly changing demographics
- This Charter for York Region was presented to Regional Council for endorsement on June 28th.

Members of the Municipal Diversity and Inclusion Group

- The Regional Municipality of York
- City of Markham
- Markham Stouffville Hospital
- York Regional Police
- Town of Georgina
- Toronto and Region Conservation Authority
- Southlake Regional Health Centre
- York Region District School Board
- York Catholic District School Board
- Town of Richmond Hill
- Town of Whitchurch-Stouffville
- Mackenzie Health
- Township of King
- York Region Children's Aid Society
- Town of Aurora
- United Way of Greater Toronto
- Lake Simcoe Region Conservation Authority
- Town of East Gwillimbury
- Town of Newmarket
- City of Vaughan



BUILDING MARKHAM'S
FUTURE TOGETHER



York Region approved their charter June 28, 2018



Inclusion Charter

- The Inclusion Charter affirms a common commitment to inclusive communities and is designed to be customized by each community partner.
- Each partner will endorse their own version of the Inclusion Charter and develop unique actions to bring the spirit of the Charter to life within their own organization
- The Inclusion Charter has international support. The United Nations Institute for Training and Research (UNITAR CIFAL Atlanta) recognizes the Inclusion Charter as a leading practice model for communities around the world to use to become more inclusive.

Inclusion Charter Design

The Charter is divided into 2 sections

Section 1 is a common statement for all members

- Together with other participating organizations, **insert name of organization** is committed to taking action to achieve the vision of the Charter in our organization and in the community

Section 2 is an individual statement of commitment

- Once MDIG members decide on a statement, York Region will put their statement into a Regional Graphic

York Region's Inclusion Charter

- *Together with other participating organizations, **York Region** is committed to taking action to achieve the vision of the Charter in our organization and in the community*
- The Region celebrates its growing and diverse population as a source of strength vitality and economic opportunity.
- The Region's commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience



City of Markham Inclusion Charter

*Together with other participating organizations, **The City of Markham** is committed to taking action to achieve the vision of the Charter in our organization and in the community*

- We support every person's right to be treated in a respectful, dignified and equitable manner
- We embrace diverse perspectives and constructive conversations
- Markham will proactively address discrimination to foster a cohesive community where people feel welcome and encouraged to contribute
- We believe it is essential to continue to learn about and value differences

Markham will continue to proudly promote inclusion through our Diversity Action Plan and community engagement and hold all staff accountable to provide empathetic, diverse and inclusive service.

Markham's Leadership in Diversity

Markham is proud of our accomplishments to encourage diversity and inclusion, a selection of which include:

- Our land acknowledgment, partnership with Eabametoong First Nation and dedication of the Ojibway named community centre, Aaniin
- Our gender welcoming, accessible washrooms and partnership with LGBT community groups
- Our culturally innovative design in our pebble paths, our resting spots where residents can gather and our inclusive play spaces
- Our Age-Friendly strategy
- Our four diversity related resident led committees: Race Relations, Accessibility, Seniors, Youth Council
- Our ongoing inclusion and diversity competence training of leaders, our wellness initiatives and religious accommodation



Markham's Inclusion Charter

- The Markham Charter would be displayed prominently in the Great Hall or Council Chambers
- The information will also be on intranet and internet and could be showcased in community centres, libraries and fire halls



Report to: General Committee

Meeting Date: September 4, 2018

SUBJECT: Inclusion Charter for City of Markham
PREPARED BY: Cheryl McConney-Wilson and Mona Nazif

RECOMMENDATION:

It is recommended that:

1. Council endorse the Inclusion Charter for Markham, set out in this report.
2. The Clerk circulate this report, for information, to local municipalities, York Region, The Race Relations, Seniors, Youth Council and Accessibility Advisory Committees, the York Region Accessibility Advisory Committee, the York Regional Police Services Board, Community Partnership Council and the Municipal Diversity and Inclusion Group; and
3. That Staff be authorized and directed to do all things necessary to give effect to this resolution.

PURPOSE:

This report provides an update on the Inclusion Charter for York Region initiative and recommends that Council endorse the Markham Inclusion Charter.

BACKGROUND:

Diversity in Markham

The City of Markham is one of the most diverse communities in Canada with more than 330,000 residents. As of the 2016 census, 78% of Markham residents self-identified as visible minorities. 59% were immigrants and the top five languages spoken in Markham, other than the two official languages, were Cantonese, Mandarin, Tamil, Farsi and Urdu.

Valuing diversity and fostering inclusion benefits everyone

Diversity is about knowing, understanding, accepting and valuing the unique dimensions, qualities and characteristics we all possess. Inclusion is about creating an environment where everyone can develop to their full potential, participate freely and live with respect, dignity and freedom from discrimination.

Diversity is a source of strength, vitality and economic opportunity. Formally committing to valuing diversity and fostering inclusion offers an organization many benefits including higher employee engagement, greater opportunity to attract and retain the best talent, innovative thinking, greater customer

experiences as well as the potential for the organization to increase business performance.

An inclusive organization benefits the community it serves. Inclusive organizations allow everyone to enjoy programs and services that are responsive to their needs, and promote social inclusion and community well-being.

The City of Markham launched their Diversity Action Plan “Everyone Welcome” in 2010 to begin the journey to develop a more inclusive community. This work continues and has positioned the City as a leader in the area.

Markham is proud of our accomplishments to encourage diversity and inclusion, a selection of which include:

- Our land acknowledgment, partnership with Eabametoong First Nation and dedication of the Ojibway named community centre, Aaniin (“Welcome”)
- Our gender welcoming, accessible washrooms and partnership with LGBTQ community groups
- Our culturally innovative design in our pebble paths and our resting spots where residents can gather and our inclusive play spaces
- Our Age-Friendly strategy
- Our four diversity related resident led committees: Race Relations, Accessibility, Seniors, Youth Council
- Our ongoing inclusion and diversity competence training of leaders, our wellness initiatives and religious accommodation

OPTIONS/ DISCUSSION:

York Region’s Inclusion Charter Model

Emerging from the work of the Community Partnership Council co-chaired by Mayor Frank Scarpitti, the York Region led inclusion charter model was identified as an effective way to respond positively to rapidly changing demographics within the Region and provide a framework for promoting programs, services, facilities and workplaces that are inclusive of all people.

In 2016, the York Region Municipal Diversity and Inclusion Group was formed to continue this work, broadening the scope of the charter to include all dimensions of diversity. Co-chaired by York Region and York Regional Police, this collaborative group includes community membership from local municipalities, hospitals, school boards, agencies, conservation authorities and the United Way Greater Toronto. Membership is outlined in the attached presentation. The City of Markham has been instrumental in providing feedback throughout this process due to the projects and processes that the City has developed and implemented.

In January 2017 York Region Council supported plans for their Draft Charter to be taken into the community for further consultation before bringing it back for endorsement by the Region and community partners. Consultations were conducted using a variety of engagement tactics to reach a broad range of groups and perspectives, including “pop up” booths at community events and festivals in all nine local municipalities, online surveys, social media and targeted community group conversations and individual interviews with each member organization of the Municipal Diversity and Inclusion Group.

The result of this collaborative work is the Inclusion Charter for York Region, attached as Appendix A, which affirms a common commitment to inclusion for organizations in York Region and presents a collective opportunity for the Municipal Diversity and Inclusion Group to take action together in the community. The Inclusion Charter for York Region was approved in June 2018.

The City of Markham’s Charter has been reviewed and endorsed by the Executive Leadership Team

*Together with other participating organizations, **The City of Markham** is committed to taking action to achieve the vision of the Charter in our organization and in the community*

- We support every person’s right to be treated in a respectful, dignified and equitable manner
- We embrace diverse perspectives and constructive conversations
- Markham will proactively address discrimination to foster a cohesive community where people feel welcome and encouraged to contribute
- We believe it is essential to continue to learn about and value differences

Markham will continue to proudly promote inclusion through our Diversity Action Plan and community engagement and hold all staff accountable to provide empathetic, diverse and inclusive service.

FINANCIAL CONSIDERATIONS

N/A

HUMAN RESOURCES CONSIDERATIONS

n/a

ALIGNMENT WITH STRATEGIC PRIORITIES:

Alignment with City's Diversity Strategic Plan

BUSINESS UNITS CONSULTED AND AFFECTED:

N/A

RECOMMENDED BY:

2018-08-24

2018-08-24

X 

Catherine M. Conrad
Acting Director, Human Resources
Signed by: cxa

X 

Andy Taylor
Chief Administrative Officer
Signed by: cxa

ATTACHMENTS:

Appendix A Inclusion Charter for York Region
Appendix B Presentation

APPENDIX A- The Inclusion Charter for York Region



INCLUSION CHARTER

OUR COMMITMENT TO **WELCOMING AND INCLUSIVE COMMUNITIES**

The Inclusion Charter for York Region is a community initiative that brings together businesses, community organizations, municipalities, police services, hospitals, school boards, conservation authorities and agencies with a common commitment to create an inclusive environment with equality for all who work, live and play here. Together our organizations share the vision of York Region as a welcoming and inclusive community where diversity is celebrated and where everyone can develop to their full potential, participate freely in society and live with respect, dignity and freedom from discrimination.

The Charter reflects an evolving approach in support of existing federal and provincial legislation that promotes human rights and accessibility. By endorsing this Charter we affirm our commitment to inclusion, whereby all people feel they belong and have access to the same opportunities.

THE REGIONAL MUNICIPALITY OF YORK

Together with other participating organizations, The Regional Municipality of York is committed to taking action to achieve the vision of the Charter in our organization and in the community. The Region celebrates its growing and diverse population as a source of strength, vitality and economic opportunity. The Region's commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience.

Endorsed by:

Wayne Emmerson
Chair and CEO

Bruce Macgregor
Chief Administrative Officer

This 28th day of June, 2018.

