

Goal #3

Equitable Employment: to attract and retain a skilled workforce that reflects the diverse residents of the municipality

Goal #4

Inclusive Decision-Making: to ensure that decision making is based on diverse, inclusive, equitable and anti-racist policies, plans, practices and measures.

ANALYSIS

The work on the DEIAR Framework was divided into three phases:

Phase 1 (October 2020 to January 2021): Background Analysis and Research

Phase 2 (March 2021 to February 2022): Internal Stakeholder Engagement

Phase 3 (February 2022 to May 2022): Development of the Framework

The DEIAR Framework's development is informed by over a year of research and engagement, completed by LevelUp in partnership with key staff contacts at the City of New Westminster. The project was guided by the Joint Senior Management Team, who acted as the project team's steering committee and who were provided monthly updates on the work. The day-to-day point of contact at the City were staff within the Human Resources department, who provided logistical and execution assistance to the LevelUp project team.

The DEIAR Framework (Attachment 1) consists of findings from a variety of sources, including City documents, strategies, plans, and initiatives, and best practices identified from literature and other comparator municipalities' work. Engagement was completed through interviews, surveys, and focus groups with municipal employees at the leadership and staff levels, in addition to City Council. As this work aims to help the City achieve a more inclusive workplace culture, the experiences of those who would be most impacted by the Framework were highlighted during staff consultation.

The DEIAR Framework is divided into seven key thematic areas, each with corresponding objectives and recommended actions to guide the City of New Westminster to achieving the four overarching goals. These key areas include:

1. Leadership and Accountability
2. Building Capacity to Set the Framework in Motion
3. Policy and Practice
4. Staff Engagement and Communications
5. Human Resource Policies and Practice
6. Education and Training
7. Monitoring and Evaluation

The DEIAR Framework identifies recommended key actions corresponding to each of the thematic areas that range from high-level, strategic initiatives to more concrete steps that can be achieved relatively quickly. It's important to note that the identified actions are recommendations only and that the City may decide to adjust actions to better meet organizational need.

NEXT STEPS

Following Council's endorsement, City leadership and staff will continue to develop a DEIAR Framework implementation plan.

INTERDEPARTMENTAL LIAISON

The DEIAR Framework has been reviewed and endorsed by the Senior Management Team.

CONCLUSION

The DEIAR Framework will guide and support the City in becoming a local government employer of choice by building a welcoming, safe, diverse, and inclusive workforce which will contribute to a healthier, productive, and innovative organization. Following endorsement of the Framework by Council, staff will commence the development of a plan to implement recommendations emerging from the Framework.

ATTACHMENTS

Attachment 1 DEIAR Framework

OPTIONS

Option 1: THAT Council receive this report for information.

Option 2: THAT Council provide staff with further direction.

Staff recommend Option 1.

APPROVALS

This report was prepared by: Christine Cho, Human Resources Business Partner

This report was reviewed by: Eva Yip, Acting Director, Human Resources and Information Technology

This report was approved by: Lisa Spitale, Chief Administrative Officer