

Corporation of the City of Windsor

Diversity and Inclusion Initiative

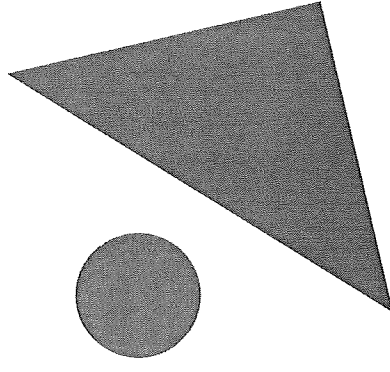
June 2019



Today's Presentation

WHAT WE'LL DISCUSS

Executive Summary
A Holistic Approach
Four Goals
Inclusive Action Network Update
Action Item Progress
Spotlight: Employee Resource Groups
Spotlight: LanguageLine Video Remote Interpreting
Spotlight: LanguageLine
Spotlight: Workforce Census
Projected 2019 Goals
Q&A

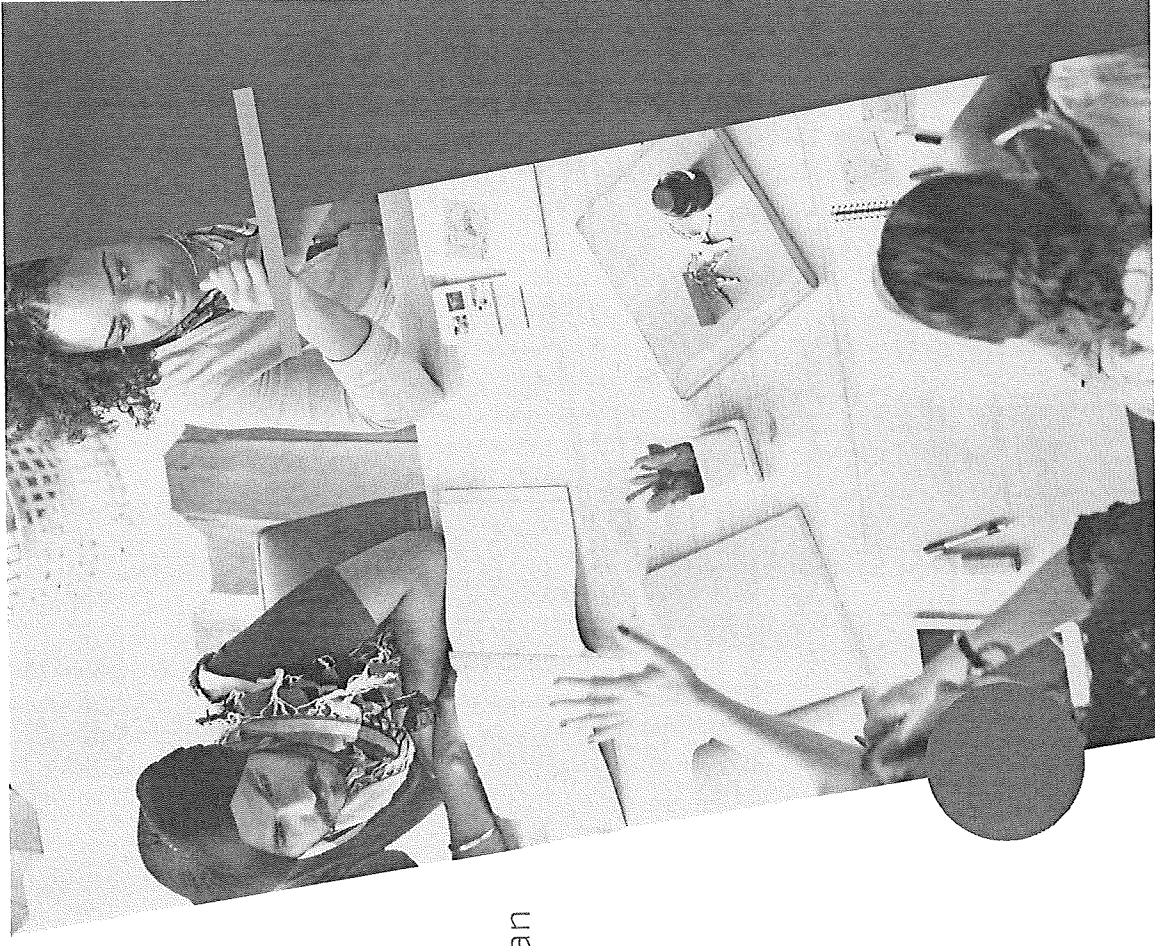


Executive Summary

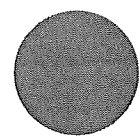
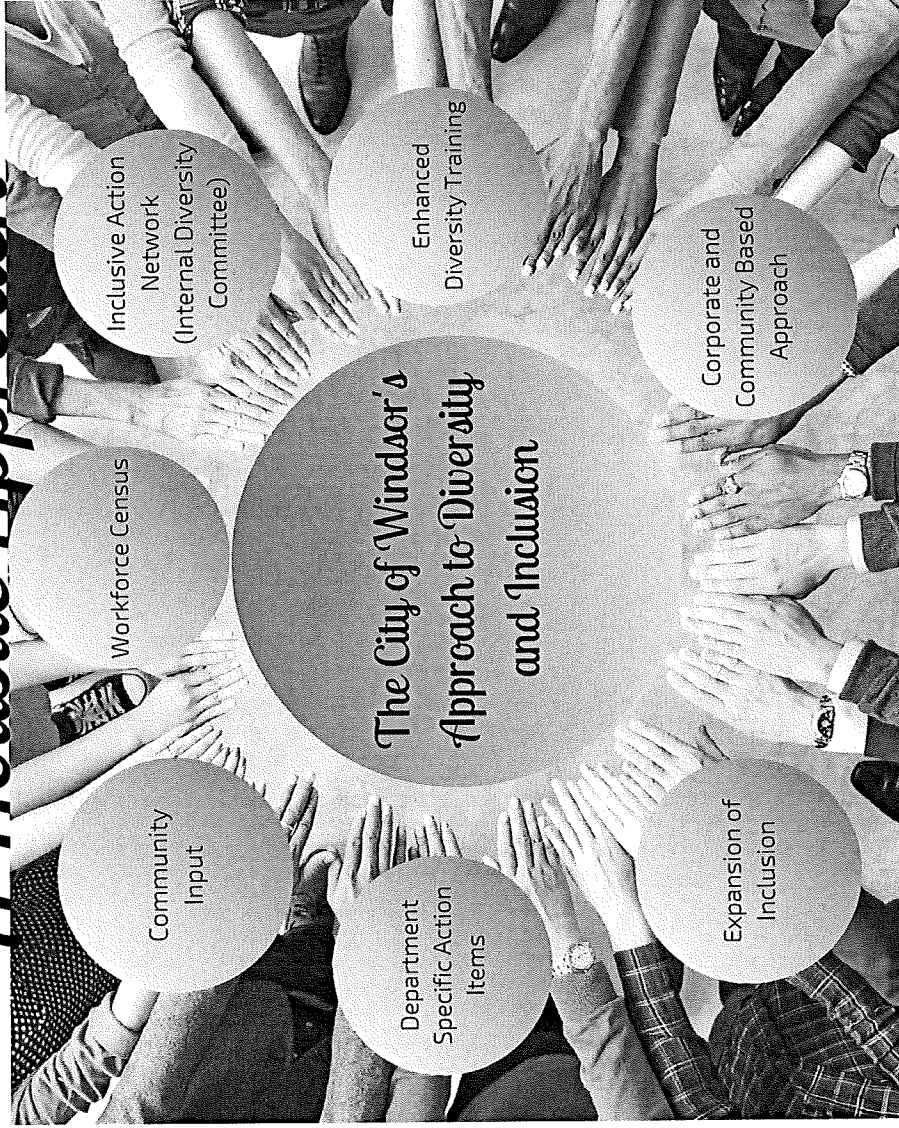
ABOUT OUR DIVERSITY AND INCLUSION INITIATIVE

- Approved by City Council on June 18, 2018 (CR361/2018)
- Another term for Diversity and Inclusion Action Plan
- Corporate wide effort to more effectively understand diverse needs
- A planning and consultation process
- Next proactive step for measurable goals
- Create an environment to enhance diversity and inclusion
- Two phases: first in progress, second in 2020
- Build on what is in progress
- Corporate and Community Approach

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A Holistic Approach



FOUR GOALS

Goal One

Have a diverse and talented workforce that is reflective of our community.

Goal Two

Strengthen the Corporation's capacity to work with diverse communities.

Goal Three

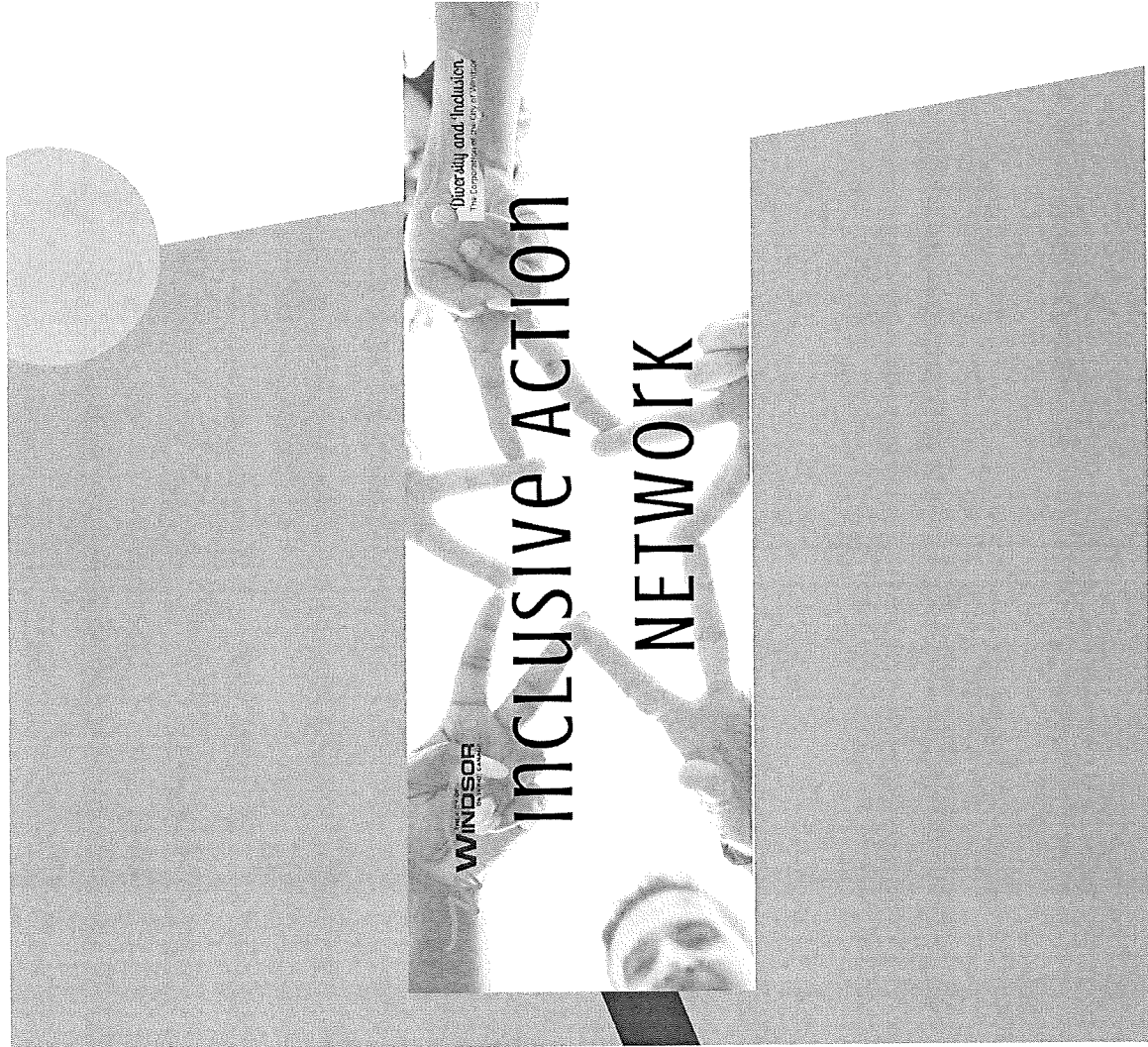
Identify and address systematic barriers within the Corporation.

Goal Four

Ensure our programs and services meet the needs of everyone.

These goals work together to create...

A Corporation that meets the needs of everyone living, working, and playing within its borders.

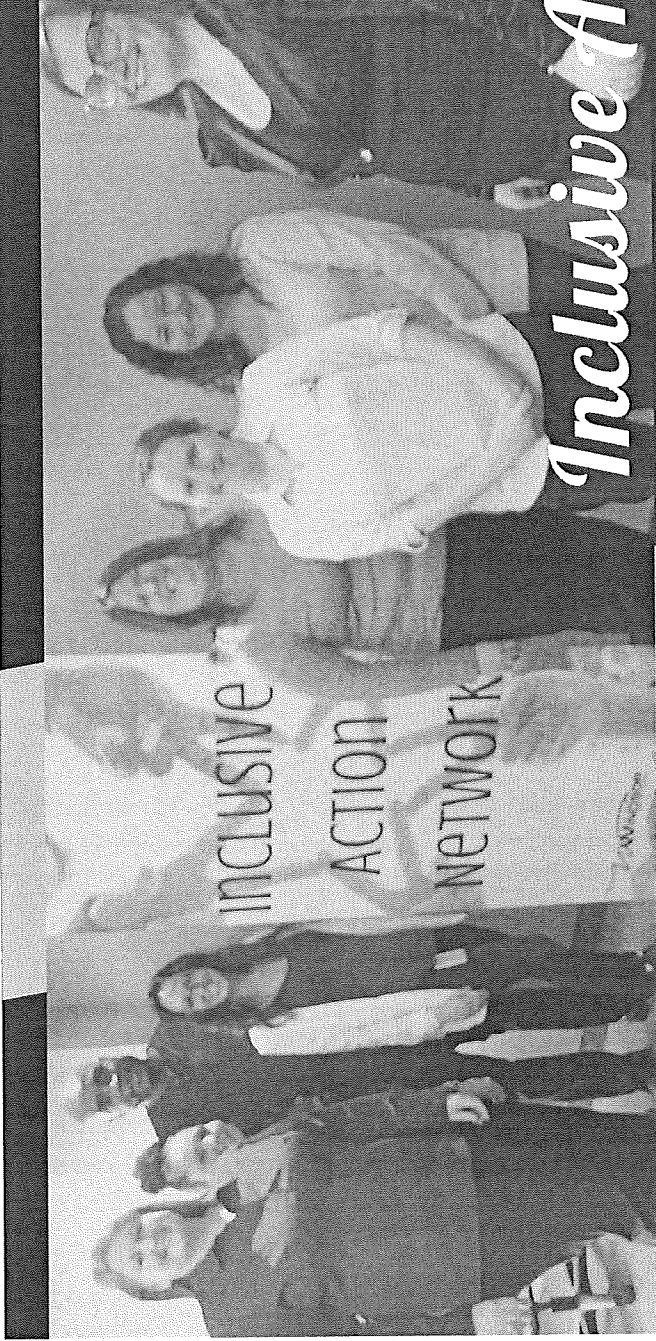


Inclusive Action Network

THE CITY OF WINDSOR'S INTERNAL
DIVERSITY COMMITTEE

- Applications for the Inclusive Action Network (IAN) opened in July 2018 and the first meeting took place in August 2018. They have been meeting on a monthly basis since.
- They are assisting with implementing Action Items from Phase One and drafting the document for Phase Two.
- They will be receiving specialized training to assist with implementation of the Action Items and to act as Change Agents and Leaders of Diversity within the Corporation.
- They have a foundational Charter in place that allows them to act as a strategic business partner with internal and external stakeholders.
- They have taken a leadership role through facilitating the Employee Resource Group Summit in November 2018.

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Inclusive Action Network

2019 Projected Goals

Working Groups

- The Network will implement a variety of Working Groups covering broad topics that are associated with the Diversity and Inclusion Initiative.
- They will incorporate at least one Leader from the Network overseeing the Working Group along with any additional members of the Network who wish to participate.
- These Working Groups will include employees from the Corporation who either specifically work in the area or have an interest in participating.

Action Item Progress

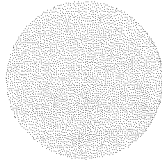


INTERNAL ACTIONS

The main focus of this phase are internal policies, programs, and procedures to get the Corporation to be as diverse and inclusive as possible.

JUNE 2018-JUNE 2019

Over half the action items are in progress and have been since City Council approval



Action Item Spotlight

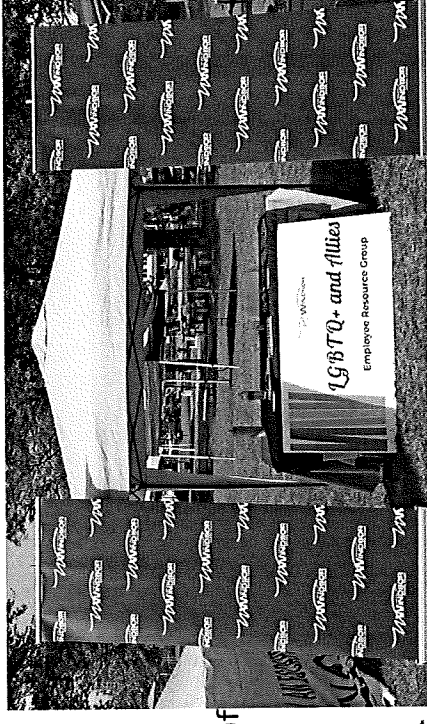
Action Item 1.2.1: Employee Resource Groups

What are Employee Resource Groups?

- Voluntary, employee-led groups that connect staff members.
- Utilize the ideas and experiences of our diverse employees to help find effective, workable solutions to issues
- Provide a space for employees to feel more engaged with and connected to the Corporation
- Foster an inclusive workplace aligned with organizational values, business practices, and goals

ERGs at the City of Windsor

- Eight (8) Employee Resource Groups (ERGs) in place at the City
- Over sixty (60) employees across the Corporation are a member of one (or more) of the Employee Resource Groups
- In November 2018, a Summit was held to bring all the ERGs together to plan strategically for 2019
- Next Summit in July 2019 to provide updates and strategies for all eight ERGs



Action Item Spotlight

Action Item 2.2.3: Video Remote Interpreting

What is Video Remote Interpreting?

- Allows for immediate interpretation in a variety of languages, including ASL
- Will be used at customer facing kiosks and customer serving departments
- Will assist with lowering the costs of translations across the Corporation

2019 Pilot Projects

350 CITY HALL SQUARE - CUSTOMER SERVICE AND CITY COUNCILLORS

- Kiosks available at both customer service areas and for City Councillor use
- It will be communicated to the community that it is available upon request.

HURON LODGE

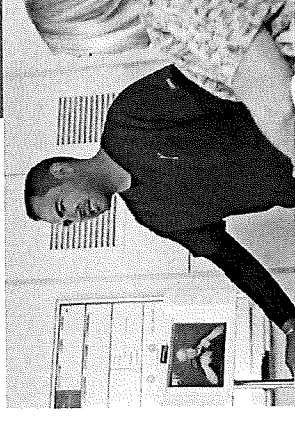
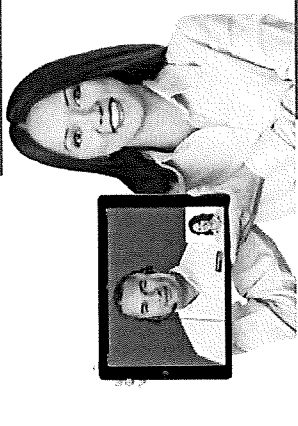
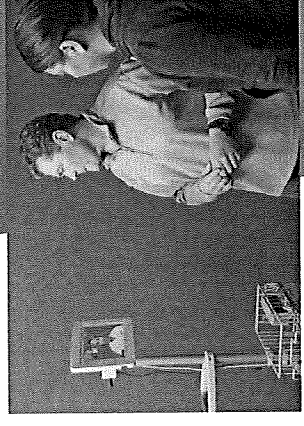
- To assist with the Huron Lodge Diversity and Inclusion Initiative, a LanguageLine

Video Remote Interpreting system will be placed at intake.

- The device's portability will allow it to be used in any room for the residents.

HUMAN RESOURCES

- To assist with common questions that arise during the processes of hiring, retention, and development, a kiosk will be available at Human Resources.
- The portability allows for sensitive conversations to be held in a private location.



Action Item Spotlight

Action Item 1.2.3: Employee Demographics

What is the Workforce Census?

- As part of CR361/2018, City Council authorized the distribution a Workforce Census to Corporate staff
- Opportunity to understand barriers to inclusion and engagement
- An extensive Communications plan was put into place across the Corporation to allow all staff members access and opportunity to participate in the Workforce Census
- Workforce Census took place from September 10, 2018 to November 9, 2018
- Completion rate of 30.90%, which is on par with the average completion rates of online surveys.

What were the results?

- Over 20% of the workforce will be eligible to retire within the next 5 years
- Over 20% of the City of Windsor workforce speaks a language other than English or French which is significantly higher than the Canadian Census (2.58%)
- There is a statistically significant higher proportion of University and College graduates in the City of Windsor workforce
- The differences for Visible Minority at the ethnic group level are not statistically significant as compared to the Canadian Census
- 52% of staff provide dependent care
- Just over 5% of the workforce self-identified as LGBTQ+
- The majority of the workforce described themselves as Christian with other faiths at about 7.6% of the workforce
- 15.75% of the workforce self-identified as having a disability

2019 Projected Goals

Public Outreach and Community Consultation Planning

A Public Outreach Plan is in development and will be taken to the Inclusive Action Network (IAN), the Diversity Committee of Council, and other community based agencies for input, consultation, and suggestions.

Diversity and Inclusion Lens Tool

A draft of the Diversity and Inclusion Lens tool has been completed. It will be given to key stakeholders in departments for valuable input and feedback before distributing to the Corporation.

Action Item Implementation

Many of the currently implemented Action Items, in combination with the remainder of the Action Items from the Goals and Objectives of Phase One, will continue to be monitored, implemented, adjusted, and communicated to the Corporation and the Community in 2019.





Thank you for your time!

Questions, Comments, Concerns, or Compliments?