



**City of
Lloydminster**

Policy

Policy Title:	Inclusion and Diversity		Policy Number:	006-2015	
Date of Council Approval:	October 26, 2015	Motion No.: 276-2015		Year of Review:	2016
Department Sponsored by:	Strategy				

Purpose:

The City of Lloydminster must demonstrate leadership on Inclusion and Diversity in order to achieve its vision of "A world class community with unlimited opportunity".

The purpose of this policy is to provide a framework for incorporating the principles of Inclusion and Diversity into our policies, procedures and services.

Objective:

The successful incorporation of Inclusion and Diversity requires a shift in mind set. We need to transition away from developing special programs and supports for people with differences and disabilities and move towards creating opportunities for all citizens that consider the diversity of perspectives and strengths within the people that make up our community

This shift in mind set will require a deliberate strategy for inclusion. This strategy will include:

1. Education and awareness within our organization and broader community.
2. Identification and removal of barriers to participation and access to services.
3. Build an organizational culture that values and celebrates diversity and inclusion.
4. Creation of employment opportunities to ensure the municipal workforce is reflective of the community we serve.
5. Strengthen partnerships with other organizations to support this policy.
6. Demonstrate benefits and results of a diverse and inclusive work environment.

Definitions:

Diversity	The range of human difference; each person has layers of diversity which make their perspective unique.
Inclusion	Involving and valuing human differences and viewing such differences as strengths.
Barrier	A barrier is anything that keeps someone from participating fully in society. A barrier can be visible or invisible.
Culture	A set of shared attitudes, values, goals and practices that characterize the organization.

Scope:

All activities of the City of Lloydminster and those of its Agencies, Boards and Commissions will be inclusive. The City will incorporate deliberate and ongoing strategies of inclusion and diversity when developing, modifying or implementing policies, procedures and services.

Policy Instructions:

This initiative will be an ongoing journey. Administration will provide regular reporting on the activities of the Inclusion and Diversity strategy, which will demonstrate to the public, staff and Council how the objectives are being achieved.

Responsibility:

City Council will support inclusion and diversity.

All City Departments will identify opportunities to meet the policy objectives.

Strategy Department is responsible for the ongoing policy revision and reporting.

Strategy Department will develop ongoing partnerships with the public, community organizations and other orders of government to ensure the successful implementation of the Diversity and Inclusion Strategy.

References:

We would like to thank Inclusion Lloydminster for their valuable input and expertise on this initiative.