

 M O N C T O N	POLICY	Owner Department: Human Resources
	Workplace Diversity, Equity & Inclusion Policy	
Effective Date: October 3, 2022	Last Reviewed Date: October 3, 2022	City Council Approval Dates:
Approving Authority: Moncton City Council	Replaces No.: N/A	

1. Purpose Statement

The purpose of the Diversity, Equity and Inclusion policy is to provide guidance and direction to the City of Moncton’s Leadership Team and staff in the achievement of the commitments outlined below.

2. Application

This policy applies to all employees of the City of Moncton.

Implementation:

The Director of Human Resources or Designate will be responsible for the development and implementation of the Diversity, Equity and Inclusion Policy and Directives as well as its subsequent strategic and actions plans.

Internal Diversity, Equity and Inclusion Committee:

The City of Moncton has established an internal Diversity, Equity and Inclusion Committee. This group’s role is to lead and foster initiatives that encourage Diversity, Equity and Inclusion in the workplace.

Precedence:

The City of Moncton’s collective agreements take precedence over this policy.

3. Definitions

Diversity: Diversity is about understanding that each individual is unique while recognizing and respecting individual differences.

Workplace Diversity, Equity & Inclusion Policy

Diversity also refers to all of the characteristics that make individuals different from each other, including age, ethnicity, gender, gender identity or expression, language, having a disability, race, religion, sexual orientation, parental status, marital status, and more.

Employee: For purposes of this policy, the term Employee means all unionized and non-unionized employees, contractors, citizen members of committees, and volunteers acting on behalf of the City of Moncton.

Equity: Equity recognizes that each person has different circumstances. The City of Moncton commits to allocating the resources needed to reach an equal outcome.

Inclusion: Inclusion is about respecting all employees' contributions and uniqueness in matters that affect them, as well as valuing human differences and viewing such differences as strengths.

Marginalized and Traditionally Disempowered Groups: Groups of persons who face challenges and barriers in everyday life, such as Indigenous Peoples, gender and sexual minorities (2SLGBTQ+), immigrants, persons with disabilities, racialized people and women.

Systemic Barriers: Obstacles that exclude groups or communities of people from full participation and benefits in social, economic, and political life. They may be hidden or unintentional but built into the way society works. Our assumptions and stereotypes, along with policies, practices, and procedures, reinforce them.

4. Policy

The City of Moncton is committed to the following:

- working towards and maintaining equity and inclusion in its employment practices and in the services it renders to residents;
- reflecting the various communities that the City of Moncton serves and evolving with them;
- working towards and maintaining a workforce that is representative of the various communities in Moncton;
- creating an inclusive and equitable workplace that respects each and every member of the City of Moncton team, and that celebrates and encourages a variety of employees' perspectives; and
- ensuring that no person is denied employment opportunities for reasons unrelated to competency.

This policy is supported by three commitments:

- 1) Awareness and Education
- 2) Employment and Recruitment
- 3) Systemic and Structural Equity

Workplace Diversity, Equity & Inclusion Policy

First Commitment: Awareness and Education

Building the awareness, knowledge and skills of the workforce in order to support the enhancement of an inclusive, diverse, and equitable work culture at the City of Moncton.

Second Commitment: Employment and Recruitment

Continuing to build a diverse workforce that is representative of the various communities in Moncton.

Third Commitment: Systemic and Structural Equity

Eliminating systemic barriers for marginalized and traditionally disempowered groups within City of Moncton programs, services, policies and directives and ensuring corporate policies and practices are inclusive and equitable.

5. Administration and Contact

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