



EMPLOYMENT POLICY MANUAL

Subject: DEI/Anti-Racism Policy	Approval Date: March 18, 2024	By-Law No. 11-2024
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3.47 DIVERSITY, EQUITY, INCLUSION AND ANTI-RACISM POLICY

1. POLICY STATEMENT

The Municipality of Red Lake is committed to the principles of diversity, equity, and inclusion in the workplace by providing an atmosphere free from barriers where no one is denied opportunities for reasons unrelated to their abilities. The Municipality of Red Lake is firm in our commitment to equality, justice, and the eradication of racism in all its forms. The Municipality of Red Lake will demonstrate our commitment to this by providing a supportive work environment and a culture that welcomes and encourages equal opportunities for all.

The Municipality of Red Lake acknowledges and reinforces that each person has the right to live, work, receive services, and participate fully in an environment free of discrimination and harassment based on bias, bigotry, or racialization of an individual or a group within the society.

By acknowledging the historical and ongoing struggles related to racism, we will take a step toward healing the trauma inflicted by systemic inequalities and prejudices. The Municipality of Red Lake, pledges to support and empower those who have been affected by racism and to work hard to create a more just and equitable community.

This policy will adhere to the Ontario Human Rights Code and the Accessibility for Ontarians Act.

2. DEFINITIONS

2.1 ***Discrimination***

Treating someone unfairly by either imposing a burden on them, or denying them a privilege, benefit or opportunity enjoyed by others, because of their race, citizenship, family status, disability, sex, or other personal characteristics.

2.2 ***Diversity***

The presence of a wide range of human qualities and attributes within an individual, group or organization. Diversity includes such factors as age, sex, race, ethnicity,



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---	---	------------------------------

physical and intellectual ability, religion, sexual orientation, educational background, and expertise.

2.3 ***Duty to Accommodate***

Under the Ontario Human Rights Code, people identified by *Code* are entitled to the same opportunities and benefits as everybody else. In some cases, they may need special arrangements or “accommodations” to take part equally in the social areas that the Code covers, such as employment, housing, and education.

2.4 ***Equity***

The practice of ensuring that all individuals have access to the same opportunities, resources, and privileges, regardless of their racial or ethnic background, including addressing historical and systemic disparities to achieve fairness.

2.5 ***Inclusion***

The active and intentional effort to create an environment where individuals, regardless of their race or ethnicity, feel valued, respected, and empowered to participate fully and contribute their unique perspectives and talents within the Municipality of Red Lake.

2.6 ***Race***

Shall include race, ancestry, place of origin, colour, ethnic origin, citizenship, and creed (religion), in accordance with the prohibited grounds of Ontario’s *Human Rights Code*, as well as expression through language, accent and dress.

3. APPLICABILITY

This policy applies to Council, employees, Council appointed Boards and Committees, volunteers, visitors to our facilities and vendors hired by the Municipality of Red Lake and provides expressed values to enabling the entire organization to work toward the elimination of racism.



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---	---	------------------------------

4. THE POLICY

The Municipality of Red Lake will strive to ensure that all people within our organization are treated equally and culturally respected. We value diversity and will actively work to build a diverse workforce which is inclusive of persons of various groups in terms of age, sex, race, ethnicity, physical and intellectual ability, religion, sexual orientation, educational background, and expertise.

Racism does exist within our community; we begin by acknowledging that racism exists, and from this awareness, we can actively work towards dismantling its roots, fostering inclusivity, and promoting a more just and equitable community for all. Racism is a learnt behaviour based on fear and ignorance of the unknown, personalized perceptions and assumptions. Racism can be blatant, subtle, or hidden, internalized and is often denied. It can be practiced culturally, environmentally, structurally, and institutionalized. Racism will destroy the multi-cultural society we live in if it remains unchallenged and is not stopped.

Every person who works at the Municipality of Red Lake has a responsibility to treat others with dignity and respect, and to make sure all people feel included and have access to the same opportunities. We must actively strive to create an environment where all people are able to share their ideas, beliefs, and skills.

Employees will not be negatively impacted by racial biases relating to hiring, compensation, promotion, benefits, job assignments, transfers, layoffs, return from layoffs, or company events due to a protected ground of discrimination stated in the Human Rights Act of Ontario.

The Municipality of Red Lake will promote a culture of respect and inclusion by examining the workforce and the various barriers that are in place that work against equity, diversity, and inclusion and implement strategies to overcome them such as:

- Revising policies and procedures annually
- Examining language and available supports
- Creating diversity through committees and groups
- Implement comprehensive training sessions aimed at fostering a culture of inclusivity, respect, and equality within the workplace.



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---	---	------------------------------

5. PURPOSE OF POLICY:

The purpose of this policy is to further advance The Municipality of Red Lake as an organization that is welcoming and safe for all people.

Strengthen organizational awareness of the existence of racism within our community, and to eliminate it. By providing educational anti-racial, diversity, equity and inclusion training and discussions about diverse cultures and ethnicities, we can promote positive outcomes individually as well as societal.

Provide an evolving organizational model, which provides a framework within our organization to work together to achieve the goals of this Policy:

The Municipality of Red Lake will work toward achieving the following:

1. Develop an implementation plan for this Policy by taking the lead, providing the required resources, and by making it a priority to work in partnership with members of our organization to realize the intent of this Policy for the prevention of racial discrimination.
2. Promote mutual awareness and understanding and appreciation of all people so that everyone regardless of race, sex, gender and/or ethnicity, can have a full and meaningful participation in our organization.
3. Ensure that employment policies and practices are free of racially discriminatory barriers in the workplace. Review all policies to ensure that there is no systemic racism, which could result in institutional biases.
4. Enhance training and education to Council, employees, Council appointed Boards and Committees, and volunteers to provide them with the skills, and awareness about attitudes, policies, procedures, and practices that may or may not be intentionally discriminatory but have the impact of being discriminatory.
5. Commitment to Diversity, Equity, and Inclusion within the Municipality of Red Lake. Commit to actively seek, support, and promote diversity within the organization and community. Ensuring equity and inclusion in all aspects of the Municipality's operations, including hiring, promotions, and decision-making.



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---	---	------------------------------

6. Involve members of the community with planning, accessing, providing, and evaluating services which are respectful of the needs of our various racial communities.
7. Establish mechanisms to ensure that racial discrimination and racial harassment are discouraged which could apply both internally and externally to any person, business or organization that deals with the Municipality of Red Lake.

Related Municipality of Red Lake Policies:

- Code of Conduct for Members of Council, Local Boards and Committees
- Principles of Operation
- Council-Staff Relations
- Hiring Policy
- Sexual Harassment
- Workplace Violence
- Workplace Harassment
- Criminal Reference Checks
- Post-Offer/Pre-Employment Work Related Medicals
- Integrated Accessibility & Accessible Customer Service Policies
- Reasonable Accommodation & Duty to Accommodate Policies
- Attendance Management
- Return to Work Program
- Code of Conduct – Union and Non-Union
- Rules of Discipline
- Posttraumatic Stress Disorder

6. PRIVACY

The Municipality of Red Lake understands the sensitive nature of information that may be shared during conversations about equity and diversity and will respect the privacy and confidentiality of employee information, at all times. Complaints surrounding any violence and harassment will be dealt with according to the guidelines set out in our Anti-Violence and Harassment Policy.