

Clarington's 2024-27

Inclusion, Diversity, Equity and Anti-Racism Strategy



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Clarington's 2024-2027

IDEA Strategy

The Municipality of Clarington's 2024-2027 Inclusion, Diversity, Equity and Anti-Racism (IDEA) Strategy reflects Clarington's vision to create a connected, dynamic and welcoming community focused on the future while respecting the past.

The Strategy recognizes and celebrates the efforts of Clarington's internal and external diversity and inclusion committees and is a continuation of their foundational work.

The Municipality's commitment to meeting the requirements of the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code are essential components of the IDEA strategy. As per the AODA requirements, a separate [Multi-Year Accessibility Plan](#) for 2024-28 has been created. The plan informs and supports the execution of the overall Strategy.



Commitment to Diversity

The Municipality of Clarington recognizes that ethno-cultural, race, gender identity, sexual orientation, ability, religious affiliation, age, and other aspects of identity collectively impact and form our life experiences and how we interact within our communities. We value the diversity of the people and communities we serve.

The need to belong is universal and fundamental. Clarington recognizes that there is work to be done to close the belonging gap and is committed to creating an inclusive, equitable and safe community.

One of the priorities of [Clarington's 2024-27 Strategic Plan](#) is to cultivate a strong, thriving and connected community where everyone is welcome. The goals and actions of the "Connect" pillar guide the IDEA strategy. The Municipality is working to build a diverse and inclusive workforce that has the skills, education and training needed to develop and implement inclusive, accessible, and equitable programs and services for our residents. Each of the workplan activities support a priority from the Strategic Plan.

Why is it important to have an IDEA Strategy?

Simply acknowledging that diversity is important is not enough. As an employer, and as a municipality that is committed to supporting the health and well-being of its staff and residents, we must intentionally and continuously identify and break down systems that prevent equitable access to employment, programs, and services.

To stay competitive and relevant, we need to prioritize our commitment to equity, diversity, and inclusion so that we can attract and retain a resilient, talented, and diverse workforce that is reflective of the community we serve and actively contributes to our efforts to create a more equitable society.

Guiding Principles

These guiding principles are intended to support our ability to serve all of Clarington's residents and implement our Municipality's Strategic Plan.

Bias

As employees, leaders and Council members, it is our duty to be aware of our biases and acknowledge that individual and institutional bias have excluded marginalized members of our organization and community, regardless of the intention of those excluding.

Sense of Community

We must recognize diversity, inclusion, and equity are critical to uniting our community so that we can embrace and take pride in the vibrant community that we all share.

Continuous Learning

We must provide training and educational opportunities to support organization-wide thinking that challenges systemic inequities and promotes healthy conversations.

Measurability

We must set out actionable and reasonable goals and measure our progress toward those goals.

Accountability

We commit to holding ourselves and each other responsible for our goals, including our successes and failures.

Lived Experience

We will listen to the perspectives and stories of those who have been marginalized. We will not deny their lived experience; instead, we will value and learn from their first-hand experiences and acknowledge to do and be better.

IDEA Pillars

Each of the following IDEA pillars is built on a foundation of inclusion. At Clarington, we are embracing our **inclusion** journey. We are learning, creating, and implementing a work and community culture where everyone feels they belong – one that embraces, respects, accepts, and values diversity, ensuring that everyone feels they can contribute and participate to their fullest potential.

We are making a commitment to continued growth in each of the following three pillars:

Diversity



At Clarington, we strive to ensure that diverse perspectives are heard, understood, and applied in the decisions we make and the work we do. Diversity is about the individual and the variety of unique identities, qualities, experiences, and characteristics that shape who we are and how these impact our daily interactions in our community.

Equity



At Clarington, we believe that creating equitable access to everything that our community has to offer starts with analyzing, acknowledging, and removing barriers and systems that prevent accessibility and inclusion. Equity means everyone is treated according to their diverse needs in a way that enables all people to successfully participate and engage in the community.

Anti-Racism



Clarington is taking a stand against racism and fighting for equality through our anti-racism policies and practices. We are actively taking steps to address the barriers that are prevalent in our community, including employment, justice, and social participation among Indigenous Peoples, racialized communities, and religious minorities. It's our goal to ensure a safe environment by eliminating racial discrimination and injustice one step at a time.

Workplans supporting the IDEA Strategy

The IDEA priorities and outcomes achieved in the applicable work plans all connect to support Clarington’s commitment to the three pillars.

1. Internal Priorities

1.1 Provide staff with skills, knowledge, and experience through training and continuous learning opportunities and resources.

Activities	Strategic Plan Priority	Output	Outcome
Equity & Inclusion Lens Guidelines	L.1.4, C.3.2	Finalize development and branding of Equity & Inclusion Lens Guidelines.	Improvement of inclusion and diversity for employees and customers through Municipal programs, services and initiatives developed by Human Resources, Community Services, and Communications teams.
Training Partners	C.1.3, C.3.1	Identify, and collaborate with, organizations that provide training in areas of gender diversity, Truth and Reconciliation, and anti-racism.	The Municipality has a list of highly qualified training vendors available to support the IDEA training of staff across all departments based on current needs and trends.
Annual IDEA Training Schedule	L.1.4	The annual training schedule is completed, highlighting mandatory and continuous IDEA learning for new and current staff.	The Municipality of Clarington has a workforce that has the necessary skills, knowledge, and resources related to IDEA, allowing them to be more engaged, relevant and competitive.

1.2 Staff engagement through internal Truth and Reconciliation Committee.

Activities	Strategic Plan Priority	Output	Outcome
Truth and Reconciliation Commission (TRC) Calls to Action	C.3.3, C.3.4	Analyze which TRC Calls to Action should be incorporated into Clarington's Indigenous Engagement Plan.	A multi-year plan established, identifying Clarington's response to applicable Calls to Action for the next three years.

1.3 Staff engagement through internal Diversity and Inclusion Committee.

Activities	Strategic Plan Priority	Output	Outcome
Inclusive Language Guide	L.1.4, C.3.1	Create a schedule for sharing the inclusive language guide with staff.	Different sections of the Inclusive Language Guide will be published on the Hub as a resource during specific celebratory events.
Satellite Safe Spaces	L.1.4, C.3.1	Work with Community Services to identify safe spaces for staff who need a space for prayer, mediation, or a quiet space, similar to MAC.	One new satellite safe space identified and set up.
Diversity, Equity and Inclusion section on the Hub	L.1.4, C.3.1, C.3.2	Collaborate with the Communications Division to update the DEI section of the Hub to be more interactive.	All staff will be able to access information on the work being done by staff committees, the IDEA strategy, the IDEA workplans and offer feedback and join the IDEA conversation.

1.4 Provide IDEA-related resources and support to applicable Municipal departments.

Activities	Strategic Plan Priority	Output	Outcome
Participate in Public Events	C.1.3, C.3.1, C.3.2	Municipal IDEA resources and support provided at job fairs and other community events.	Community organizations and residents have understanding and knowledge of Clarington's commitment to diversity and inclusion.
Leading Equitable and Accessible Delivery (LEAD) Improvement Plan	L.1.4	Work with Human Resources to support their Diversity Recruitment Plan as outlined in the LEAD Improvement Plan.	Key IDEA training, activities, and resources related to recruitment, onboarding and retention are identified and agreed upon for the year.
Municipal-hosted community events	C.3.1, C.3.2	Support Community Services with increasing diversity and representation in community programs and celebrations.	Community Services has the resources and support needed to develop and implement inclusive and welcoming programs, services, and events.

2. External Priorities

2.1 Advance Community Engagement through Clarington Diversity Advisory Committee (CDAC)

Activities	Strategic Plan Priority	Output	Outcome
Clarington community events, festivals & celebrations	C.1.3, C.3.1, C.3.2	CDAC identifies, and meets with, key community event organizers to discuss increasing diversity.	Increased inclusion and diversity representation in the entertainment, food, vendors etc. at community celebratory events such as AppleFest & MapleFest.
Presence at local community events and	C.1.3, C.3.1, C.3.2	CDAC identifies community events and celebrations to attend as members of the committee.	Increased presence and awareness in the community of the CDAC, allowing members to connect with other residents and discuss the role of CDAC.
Presence in Clarington Connected community newsletter	C.3.1, C.3.2	Collaborate with the Communications Division on the quarterly newsletter.	Increased knowledge and understanding for Clarington residents on the activities that CDAC has engaged in to increase inclusion, and diversity in Clarington.
Student Bursary Program	C.1.3, C.3.1, C.3.2	CDAC Sub-Committee identifies process and criteria for implementing a student bursary program on behalf of CDAC.	Increased diversity and inclusion in schools and community through the actions of young leaders who are engaged in social impact activities.

2.2 Advance Community engagement through Clarington Anti-Black Racism Task-force (CABRT)

Activities	Strategic Plan Priority	Output	Outcome
<p>Presence in Clarington Connected community newsletter</p>	<p>C.1.3, C.3.1, C.3.2</p>	<p>Collaborate with the Communications Division on the quarterly newsletter.</p>	<p>Increased knowledge and understanding for Clarington residents on the activities that CABRT has engaged in to increase inclusion and diversity in Clarington.</p>
<p>Presence at local community events and celebrations</p>	<p>C.1.3, C.3.1, C.3.2</p>	<p>CABRT identifies community events and celebrations to attend as members of the committee.</p>	<p>Increased presence and awareness in the community of the CABRT, allowing members to connect with other residents and discuss the role of CABRT.</p>
<p>Black History Month</p>	<p>C.1.3, C.3.1, C.3.2</p>	<p>Collaborate with Clarington Municipal and Library, Museums, and Archives staff to implement Black History Month activities in the community.</p>	<p>Increased knowledge and understanding in the community on the legacy and impact of Black people in Clarington and across Canada.</p>

2.3 Advance Indigenous Engagement Efforts

Activities	Strategic Plan Priority	Output	Outcome
Community Partnerships & Engagement	C.3.1, C.3.3, C.3.4	Identify key Indigenous organizations to support Clarington’s Indigenous Engagement Strategy.	Municipality staff regularly engaged with two to three Indigenous organizations for consultations on initiatives, hosting community events and celebrations.
Moccasin Identifier Project	C.1.3, C.3.1, C.3.3, C.3.4	IDEA Officer collaborates with Planning and Infrastructure to consult with Indigenous community and artist.	Input and engagement with Indigenous communities on design and placement / location completed. Two locations in Clarington will be identified for the Moccasin Identifier Project.

2.4 Implement Anti-Racism and Anti-Discrimination Plan

Activities	Strategic Plan Priority	Output	Outcome
Re-establish Working Group	C.1.3, C.3.1, C.3.2, C.3.3, C.3.4	Communicate with past Working Group members to determine interest in continuing with committee participation.	Meeting schedule established.
Anti-Racism and Anti-Discrimination Work Plan	C.1.3, C.3.1, C.3.2, C.3.3, C.3.4	Working Group utilize meetings to identify key priority areas/pillars for Anti-Racism action plan.	<p>Working Group has agreed upon the priority areas/pillars based on results of community survey.</p> <p>Smaller groups formed for each of the priority pillars; action items and KPIs for the applicable priority pillar identified.</p>
Disseminate Anti-Racism and Anti-Discrimination Work Plan	C.1.3, C.3.1, C.3.2, C.3.3, C.3.4	Collaborate with the Communications Division to highlight the Municipality's commitment to diversity and inclusion.	Anti-Racism plan / key pillars shared on social media, and Hub.

2.5 Implement Intimate Partner Violence (IPV) Actions

Activities	Strategic Plan Priority	Output	Outcome
Staff Training	L.1.4, C.3.2	Identify facilitator and training opportunities on Intimate Partner Violence (IPV) and Gender-Based Violence.	Community Services and Library Staff have the skills, knowledge and resources needed to identify intimate partner violence and provide necessary support and referrals.
Missing and Murdered Indigenous Women and Girls (MMIWG)	L.1.4, C.3.2, C.3.3, C.3.4	Identify applicable MMIWG Calls for Justice as it relates to IVP.	Safer community due to actions and training being incorporated into MMIWG Calls for Justice.

Feedback

We welcome your feedback! Please let us know your thoughts on Clarington’s Multi-Year IDEA Strategy.

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If you require this information in an alternative format, please contact the IDEA Officer at 905-623-3379 ext. 2563 or diversity@clarington.net.

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