



## Diversity, Equity and Inclusion Policy D-045-22

Effective Date:

January 26, 2022

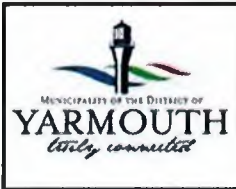
### Part 1 Purpose

Diverse communities and groups make up the population of the Municipality of Yarmouth. At the Municipality of Yarmouth, we strive to create an equitable and inclusive culture in which difference is recognized and valued. The Municipality of Yarmouth values diversity, equity and inclusion in all that we do, think and pursue, and recognize the barriers of discrimination and disadvantages faced by human rights protected groups. Diversity is more than race, ability, sexual orientation, language, gender or any other descriptive category. Diversity means understanding and utilizing different views, ideas, life experiences, skills and knowledge. By recognizing diversity as a core value, we are laying the foundation for a municipality that aspires to accurately represent the communities we serve. We must value diversity by actively identifying and addressing systemic discrimination in our business practices, services, policies, procedures, and programs, so that we can capitalize on the strengths and talents of our community.

### Part 2 Definitions

- 2.1 **“Discrimination”** means an action or decision that treats a person or group badly for reasons such as their race, ethnicity, colour of skin, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability, or genetic characteristics. Discrimination has the impact of excluding persons, denying benefits or imposing burdens.
- 2.2 **“Diversity”** means any dimension that can be used to differentiate groups and people from one another. Celebrating diversity means understanding that each individual is unique and recognizing and relating to those qualities and conditions that are different from our own to understand how each person contributes to the good of the community. A diverse group, community, or organization contains a variety of people with differing social and cultural traits.
- 2.3 **“Equity”** means trying to give people what they need to enjoy full, healthy lives. Equity acknowledges that we are different: some people may be advantaged and already have greater access to resources and opportunities, and others may be disadvantaged, and as a result have different or additional needs. These disadvantages can be from historical injustices or current discrimination. Equity asks us to ‘level the playing field’. For example, if you and I are sharing a cake, equality means we split the cake exactly in half. But if I just had dinner and you haven’t eaten since breakfast, equity means that you get the larger share of cake so that we can both feel full at the end of the day.
- 2.4 **“Inclusion”** means the act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming community embraces human differences, sees them

MUNICIPALITY OF THE DISTRICT OF YARMOUTH



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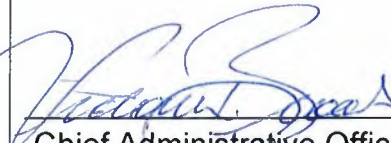

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as strengths, and offers respect in both words and actions for all people.

- 2.5 **“Systemic Discrimination”** means when a whole society or culture or workplace has widespread beliefs, practices and systems that advantage one social group over another. When discrimination is woven into the fabric of our society, it’s more powerful, and more difficult to root out.

**Part 3 Diversity, Equity and Inclusion Advisory Committee**

- 3.1 Council shall create a standing committee of council that shall advise and assist Municipal Council in promoting and facilitating a barrier-free Municipality of Yarmouth for citizens of all abilities. The committee shall be comprised of councillors, employees and citizen representatives.
- 3.2 Council shall approve a Terms of Reference for the Advisory Committee.
- 3.3 The Terms of Reference shall be reviewed in the first six months following each municipal election.

Chief Administrative Officer’s Annotation for Official Policy Book	
Date of Notice to Council members of Intent to Consider (7 days Min)	January 17, 2022
Date of Passage of current Policy	January 26, 2022
I certify that this Diversity, Equity and Inclusion Policy D-045-22 was adopted by Council as indicated above.	
 _____ Chief Administrative Officer	 _____ Date

**Date last reviewed by Council:**  
**Date last amended:**



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**Amendment Log**

Date	Amendment Description