

- Finalize and implement an anti-racism and anti-discrimination strategy, including an action plan based on internal staff audit; and
- Develop a framework for Indigenous relations and further awareness regarding First Nations culture and protocols.

Implementation of the 2022-2023 DEI commitments also supports the recently Commission-adopted 2023 Priorities, which specifically state:

Implement diversity, equity and inclusion commitments

Based on an internal audit, consultant advice and staff assessment, a number of commitments have been identified to provide workplaces where everyone feels welcome and safe, and diversity in all forms is celebrated. The focus in 2023 is on additional training; provision of guidance and tools for staff; amendment of select policies, procedures, recruitment and marketing materials; and development of a number of resources.

BUDGET IMPLICATIONS:

All actions will be completed within NVRC's existing operating budget.

CONCURRENCE & COMMUNICATION PLAN:

The specific elements including training, staff engagement and policies will be communicated through existing channels. The City and District of North Vancouver have been advised of this initiative and staff will continue to share information as all three organizations advance their corporate DEI programs.

POLICY/AUTHORITY:

Implementation of the initiative is within the authority of the NVRC.

CONCLUSION:

Implementation of the 2022-2023 Diversity, Equity and Inclusion commitments support NVRC's mission, vision and values, and help to ensure that staff have the opportunity to work in environments free of racism and discrimination, where everyone feels welcome, safe and included.



Heather A. Turner
Director of Recreation & Culture