



TOWN OF TOFIELD

POLICY AND PROCEDURE HANDBOOK

GOVERNANCE & LEADERSHIP

POLICY:

Human Rights

Equity & Diversity

Policy: 1.13

POLICY STATEMENT:

The Town of Tofield is committed to developing a diverse organization that is reflective of and responsive to the diversity of Canada and the world, in which all people, regardless of their differences, are respected and valued. Diversity includes all the ways people are unique and different from others and transcends concepts such as race, ethnicity, socio-economic, gender, religion, sexual orientation, disability, and age. The Town of Tofield aims to create an environment where diversity is valued and encouraged. Discrimination is prohibited by the Alberta Human Rights, Citizenship and Multiculturalism Act and is expressly prohibited at the Town of Tofield.

The Town encourages all groups, boards, commissions, committees, organizations or individuals to embrace commitment to equity, diversity, tolerance and inclusiveness.

Definitions

1. **"Barriers"** shall be defined in accordance to the following:

- a) Attitudes, behavior, procedures or physical impediments that undermine equity and diversity, inhibit inclusion and can prevent people from maximizing their contributions to the community as a whole.

2. **"Discrimination"** shall be defined according to the following:

- a) Any act, omission or practice, whether intentional or unintentional, based on race, religious beliefs, colour, gender, physical disability, mental disability, marital status, age, ancestry, place or origin, family status, source of income, sexual orientation, political belief, gender identity or gender expression, when that act or omission results in loss of or limit on opportunities to work or participate or offends the dignity of the person.

3. **"Diversity"** shall be defined according to the following:

- a) The visible and invisible differences that exist among people, including but not limited to, race, religious beliefs, colour, gender, physical disability, mental disability, marital status, age, ancestry, place of origin, family status, source of income, sexual orientation, political belief, gender identity or gender expression. These visible and invisible differences that exist among people can lead to differences in experiences, values, attitudes and ways of thinking, behaving, communicating and working.

4. **"Equity"** shall be defined according to the following:

- a) Fairness of treatment for individuals or groups according to their respective needs, which may include equal treatment that is different but is considered equivalent in terms of rights, benefits, obligations and opportunities and removing barriers that have a discriminatory impact or the potential to have a discriminatory impact.

5. **"Inclusiveness"** shall be defined according to the following:

- a) The ability of an organization to attract, retain and accommodate a range of diverse people who feel valued and confident within the organization.

GUIDELINES AND PROCEDURES:

Responsibilities

1. It is the responsibility of the Town of Tofield Mayor and Council, staff members and volunteers to ensure that the Town of Tofield upholds its principles of equity, diversity and inclusiveness in all its practices.
2. It is the responsibility of the Town of Tofield Mayor, Council and all staff members to uphold the Town of Tofield's principles of equity, diversity and inclusiveness and seek to remove barriers to equity, diversity and inclusiveness in carrying out their various roles within the community and as representatives of the Town of Tofield in public.
3. The Town of Tofield will recognize equity, diversity and inclusiveness as assets and strengths; acknowledging their potential as a sources of of vitality, creativity and growth.

COUNCIL APPROVAL MOTION #10-06-18


MAYOR

DATE: June 11, 2018