



BUILDING MARKHAM'S
FUTURE TOGETHER



Markham's Inclusion Charter

Presentation to General Committee

September 4, 2018



Background

- Mayor Scarpitti, as Chair of the [Community Partnership Council](#), facilitated the creation of the Municipal Diversity and Inclusion Group (MDIG) in 2016
- The Municipal Diversity and Inclusion Group (MDIG) which is co-chaired by York Region and York Regional Police, was formed to develop the Inclusion Charter which included soliciting Markham's contribution and expertise
- The Inclusion Charter was identified as an effective way to respond positively to rapidly changing demographics
- This Charter for York Region was presented to Regional Council for endorsement on June 28th.

Members of the Municipal Diversity and Inclusion Group

- The Regional Municipality of York
- City of Markham
- Markham Stouffville Hospital
- York Regional Police
- Town of Georgina
- Toronto and Region Conservation Authority
- Southlake Regional Health Centre
- York Region District School Board
- York Catholic District School Board
- Town of Richmond Hill
- Town of Whitchurch-Stouffville
- Mackenzie Health
- Township of King
- York Region Children's Aid Society
- Town of Aurora
- United Way of Greater Toronto
- Lake Simcoe Region Conservation Authority
- Town of East Gwillimbury
- Town of Newmarket
- City of Vaughan



BUILDING MARKHAM'S
FUTURE TOGETHER



York Region approved their charter June 28, 2018



Inclusion Charter

- The Inclusion Charter affirms a common commitment to inclusive communities and is designed to be customized by each community partner.
- Each partner will endorse their own version of the Inclusion Charter and develop unique actions to bring the spirit of the Charter to life within their own organization
- The Inclusion Charter has international support. The United Nations Institute for Training and Research (UNITAR CIFAL Atlanta) recognizes the Inclusion Charter as a leading practice model for communities around the world to use to become more inclusive.

Inclusion Charter Design

The Charter is divided into 2 sections

Section 1 is a common statement for all members

- Together with other participating organizations, **insert name of organization** is committed to taking action to achieve the vision of the Charter in our organization and in the community

Section 2 is an individual statement of commitment

- Once MDIG members decide on a statement, York Region will put their statement into a Regional Graphic

York Region's Inclusion Charter

- *Together with other participating organizations, **York Region** is committed to taking action to achieve the vision of the Charter in our organization and in the community*
- The Region celebrates its growing and diverse population as a source of strength vitality and economic opportunity.
- The Region's commitment to inclusion enhances our ongoing work to attract and retain the best talent, promote innovation and provide an excellent customer experience



City of Markham Inclusion Charter

*Together with other participating organizations, **The City of Markham** is committed to taking action to achieve the vision of the Charter in our organization and in the community*

- We support every person's right to be treated in a respectful, dignified and equitable manner
- We embrace diverse perspectives and constructive conversations
- Markham will proactively address discrimination to foster a cohesive community where people feel welcome and encouraged to contribute
- We believe it is essential to continue to learn about and value differences

Markham will continue to proudly promote inclusion through our Diversity Action Plan and community engagement and hold all staff accountable to provide empathetic, diverse and inclusive service.

Markham's Leadership in Diversity

Markham is proud of our accomplishments to encourage diversity and inclusion, a selection of which include:

- Our land acknowledgment, partnership with Eabametoong First Nation and dedication of the Ojibway named community centre, Aaniin
- Our gender welcoming, accessible washrooms and partnership with LGBT community groups
- Our culturally innovative design in our pebble paths, our resting spots where residents can gather and our inclusive play spaces
- Our Age-Friendly strategy
- Our four diversity related resident led committees: Race Relations, Accessibility, Seniors, Youth Council
- Our ongoing inclusion and diversity competence training of leaders, our wellness initiatives and religious accommodation



Markham's Inclusion Charter

- The Markham Charter would be displayed prominently in the Great Hall or Council Chambers
- The information will also be on intranet and internet and could be showcased in community centres, libraries and fire halls