



The Town of Markham

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A Character
Organization



Background

- 2002 York Region Municipalities pledge to be Communities of Character
- 2004 Character Community staff committee formed in Markham.
- 2004 Annual Character Award introduced to the Tony Roman Memorial Hockey Tournament.
- 2005 signage and ice rink logos introduced to all recreation centres.
- 2006 "Character Launch" aimed at staff. Randy Taylor was brought in as a guest speaker and was very well received by staff.

Staff Committee

- | | |
|------------------|--------------------------|
| ■ Don Taylor | Strategic Initiatives |
| ■ Rick Dominico | Strategic Initiatives |
| ■ Donna West | Human Resources |
| ■ Diane Macklin | Markham Public Libraries |
| ■ Hilary Huffman | Markham Public Libraries |
| ■ Nory Takata | Operations |
| ■ Don McClean | Fire Services |
| ■ Martha Neely | Recreation and Culture |
| ■ Susan Stiles | Recreation and Culture |
| ■ Richard Bullis | Recreation and Culture |

Attributes

- Inclusiveness
- Respect
- Responsibility
- Honesty
- Integrity
- Compassion
- Fairness
- Optimism
- Initiative
- Perseverance
- Courage

Examples of Character in Markham

- **Inclusiveness**

NQI- 40% of staff engaged directly in various focus groups.

- **Integrity**

“We Care” Program- operations staff take the time and effort to help stranded drivers in Markham.

- **Optimism**

Teamwork Day- promotes the positives of working together and bringing good attitudes to work every day.

Proposed Initiatives in 2007

- **MARKHAM SPORT COUNCIL**
partner with MSC in reaching out to various sport groups that represent the diversity in Markham and spread the character initiative.
- **PROMOTIONS**
continue with signage and staff tee-shirt give away.
- **COMMITTEE GROWTH**
include members from Development Services and Corporate Services.
- **NQI/CHARACTER LINKAGE**
increase staff awareness, of the fact, that NQI principles and Character Attributes are synonymous.
- **GUEST SPEAKER**
take advantage of 2006 success in 2007.
- **TONY ROMAN TOURNAMENT CHARACTER AWARD**
35th anniversary coming up and 4th year of character award inclusion.

2007 Budget Request

PROPOSED INITIATIVES FOR 2007

■ MARKHAM SPORT COUNCIL	\$10,000
■ PROMOTIONS (SIGNAGE AND TEE SHIRTS)	6,000
■ GUEST SPEAKERS FOR STAFF	5,000
■ TONY ROMAN CHARACTER TROPHIES	<u>4,000</u>
Total	\$25,000