

Hi Robert,

Thanks for your patience. Hope you had a good long weekend.

Please see our statement below which responds to your request. This will assist you with your progress update at this time.

In mid-2015, staff raised the need to strengthen employee relations within the former Municipal Operations unit, now Parks and Road Operations and Construction. As the employer, the municipality recognizes the important role it plays in helping address systemic barriers for opportunities among under-represented groups. To address these root causes, we needed to understand the issues. As a result, the CAO approved hiring Turner Consulting to conduct an analysis and provide recommendations on how we could improve our relationship with employees and ensure our hiring practices were bias free.

The findings and recommendations of this report present the opportunity to build upon existing work to develop a respectful and inclusive workplace. The report acknowledged the municipality's commitment to this with the recent development of the office of Diversity and Inclusion and in our existing human resource policies and practices.

Since receiving the findings, we have reviewed the report in full and established an implementation team to develop a plan and implement changes as they relate to the recommendations. We've engaged with staff, shared the results of the report and hosted discussions regarding the implementation plan. We are committed to a collaborative process and we look forward to continuing a dialogue with both unionized and non-unionized staff as well as engaging internal stakeholders as appropriate. Existing staff resources have, and will continue to be, assigned for the duration of the implementation.

Council has received an update regarding the report and staff will be presenting any recommendations as they relate to changes to the Employment Equity Policy, for Council's approval, in the coming months. As with all organizational policies, senior leadership across the municipality will be responsible for ensuring its implementation.

Kind regards,

ADAM RICHARDSON
SENIOR COMMUNICATIONS ADVISOR
PUBLIC AFFAIRS