



WORKPLACE DIVERSITY, EQUITY, INCLUSION, AND BELONGING POLICY	
Policy Number	P2023-06
Classification	HUM
Effective Date	2023-11-20
Approval Authority	COUNCIL
Supersedes	
Mandated Review	2028

1. OVERVIEW

The City of Bathurst believes that diversity, equity, inclusion, and belonging (DEIB) go hand in hand. We know that our differences make us stronger, more innovative, and better equipped to address the challenges of the future.

Organizations that leverage the opportunities of a diverse workforce also commonly work to identify and address possible systemic barriers embedded within policies and practices that inadvertently exclude individuals.

To better reflect diversity within the organization, the City of Bathurst acknowledges the need to attract and retain a skilled, diverse workforce.

Through the implementation of this policy, the City of Bathurst aims to foster diversity, equity, inclusion, and belonging and recognize that different backgrounds, perspectives, and strengths will continue to make Bathurst stronger and ensure that our workplace reflects and respects the diversity of our workforce, our residents, our partners, and the larger Canadian demographic.

2. PURPOSE

The purpose of the Workplace Diversity, Equity, Inclusion and Belonging Policy is to provide guidance and direction to the City of Bathurst’s Leadership Team and staff in the achievement of the commitments outlined below.

This Policy aims to be a global framework in terms of offering definitions and practices to evolve the pillars of DEIB into a proactive strategy for overcoming any stereotypes and biases and to identify and resolve the factors that prevent people from deserved opportunities and belonging, and to stimulate a collaborative, supportive work environment open to contributions from City of Bathurst employees to increase their trust, the residents’ trust and the other stakeholders’ trust.

Furthermore, it will ensure equal opportunities, build an inclusive workplace where staff feel they belong, and positively contribute to the society in which they live and work.

Specifically, the DEIB Policy will aid in reaffirming the City of Bathurst’s commitment to diversity, equity, inclusion, and belonging.

3. SCOPE

This policy applies to all employees of the City of Bathurst. This includes contractors and temporary workers.

The application of this policy and its success depend on the commitment and effort of all City of Bathurst employees. This includes not engaging in, allowing, condoning, or ignoring behaviour that violates this policy. No personal reason or conviction shall exempt any individual from their duty to adhere to this policy.

It is recognized that the City of Bathurst has other policies in place that may relate to DEIB. This policy is intended to complement and build on existing policy frameworks. This policy should be used and read in conjunction with other such policies and corresponding procedures. Some key policies include:

- Code of Conduct Policy
- Respectful Workplace Policy
- Workplace Wellness Program
- Employee Assistance Program

4. DEFINITIONS

- (1) **Belonging** Belonging is defined as the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place. When people feel a sense of belonging, they can share ideas, confidently speak up, and fully contribute.
- (2) **Diversity** Diversity is about understanding that each individual is unique while recognizing and respecting individual differences.
- Diversity also refers to all of the characteristics that make individuals different from each other, including age, ethnicity, gender, gender identity or expression, language, having a disability, race, religion, sexual orientation, parental status, marital status, and more.
- (3) **Employee** For purposes of this policy, the term Employee means all unionized and non-unionized employees, contractors, citizen members of committees, and volunteers acting on behalf of the City of Bathurst.

- | | |
|---|---|
| (4) Equity | Equity recognizes that each person has different circumstances. The City of Bathurst commits to allocating the resources needed to reach an equal outcome. |
| (5) Inclusion | Inclusion is about respecting all employees' contributions and uniqueness in matters that affect them, as well as valuing human differences and viewing such differences as strengths.

Together, Equity, Inclusion and Belonging are what make Diversity work. |
| (6) Marginalized and Traditionally Disempowered Groups | Groups of persons who face challenges and barriers in everyday life, such as Indigenous Peoples, gender and sexual minorities (2SLGBTQ+), immigrants, persons with disabilities, racialized people and women. |
| (7) Systemic Barriers | Obstacles that exclude groups or communities of people from full participation and benefits in social, economic, and political life. They may be hidden or unintentional but built into the way society works. Our assumptions and stereotypes, along with policies, practices, and procedures, reinforce them. |

5. POLICY STATEMENT

1. The City of Bathurst is committed to the following:

- a) Working towards and maintaining equity and inclusion in its employment practices and in the services it renders to residents;
- b) Reflecting the various communities that the City of Bathurst serves and evolving with them;
- c) Working towards and maintaining a workforce that is representative of the various communities in Bathurst;
- d) Creating an inclusive and equitable workplace that respects each and every member of the City of Bathurst team, and that celebrates and encourages a variety of employees' perspectives;
- e) Ensuring that no person is denied employment opportunities for reasons unrelated to competency;
- f) Leading with respect and tolerance to encourage all employees to do the same in their work within our organization;
- g) Continuing constant resources investment in initiatives aimed at creating a workplace that prioritizes employee well-being, team spirit, and collaboration;
- h) Providing an environment safe from harassment and discrimination for all employees to voice their opinion and to report misconduct.

2. This policy is supported by three commitments:

- a) Awareness and Education

- b) Employment and Recruitment
- c) Systemic and Structural Equity

3. First Commitment: Awareness and Education

Building the awareness, knowledge, and skills of the workforce in order to support the enhancement of an inclusive, diverse, and equitable work culture at the City of Bathurst.

4. Second Commitment: Employment and Recruitment

Continuing to build a diverse workforce that is representative of the various communities in Bathurst.

Additionally, the City of Bathurst rewards excellence and all employees are promoted based on performance. All managers are trained to ensure that employees are treated fairly and evaluated objectively.

5. Third Commitment: Systemic and Structural Equity

Eliminating systemic barriers for marginalized and traditionally disempowered groups within City of Bathurst programs, services, policies and directives and ensuring corporate policies and practices are inclusive and equitable.

6. RELATED POLICIES

- Code of Conduct Policy
- Respectful Workplace Policy
- Workplace Wellness Program
- Employee Assistance Program

7. REVISION HISTORY

Date (mm/dd/yyyy)	Description of Change	Sections	Person who Entered Revision (Position Title)	Person who Authorized Revision (Position Title)