

INQUIRY RESPONSE DATE: Click or tap to enter a date.

SUBJECT: Equity, Diversity, and Inclusion

INQUIRY DATE

July 23, 2024

COUNCIL MEMBER

Councillor Penrod

INQUIRY

Please provide an update on the work of the Strategic Advisor for Equity, Diversity and Inclusion including benefits to the City of moving this position to the People Services department, and any plans for reconvening or reconstituting the EDI resident's advisory committee.

RESPONDING DEPARTMENT

People Services

RESPONSE

The Strategic Advisor for Equity, Diversity, and Inclusion is currently setting a strategic direction for both Indigenous Reconciliation and Equity, Diversity, Inclusion, and Belonging (EDIB) initiatives for the City of Beaumont. To ensure effective community engagement, it is essential to establish a robust internal foundation and knowledge base in Reconciliation and EDIB. This strategy is guided by the recommendations in the "Belonging in Beaumont: Equity, Diversity, and Inclusion (EDI) Framework," developed by LevelUp Planning Collaborative Inc., and provides foundational guidance for executing this work.

Since assuming this role in May 2024, the Strategic Advisor, EDI, has been focused on the following key initiatives:

- Developing an Indigenous Reconciliation and Belonging Strategy for administrative approval by Fall 2024.
- Reviewing the "Belonging in Beaumont: Equity, Diversity, and Inclusion (EDI) Framework" to assess progress and prioritize tasks for the next one, three, and five years and beyond.
- Collaborating with an Indigenous consulting agency to create an Indigenous Reconciliation Framework.
- Creating a rationale for Administration regarding internally celebrated Days of Significance.
- Reviewing the Terms of Reference for the EDI Residents Advisory Committee, with plans to reconvene in Q2 or Q3 of 2025 after completing foundational internal work.
- Supporting internal departments and service areas with initiatives aimed at fostering a sense of belonging for residents.

The above summarizes the progress made in the first nine weeks of the Strategic Advisor, EDI's tenure with the City of Beaumont. Numerous additional projects and initiatives will be developed and supported over time.