



COUNTY OF WELLINGTON

COMMITTEE REPORT

To: Chair and Members of the Administration, Finance and Human Resources Committee
From: Susan Farrelly – Director of Human Resources
Date: October 19, 2021
Subject: Diversity and Inclusion Values Statement

Background

The County of Wellington's Diversity and Inclusion (D&I) Sub-Committee was created in January 2021. The purpose of the D&I Sub-Committee that is outlined in the committee's Terms of Reference indicates that at the County of Wellington (County), we recognize and appreciate the importance of creating an environment in which all employees feel valued, included, safe and empowered. We recognize that each employee's unique identity, experiences, perspectives, and viewpoints add to the culture of our workplace and enhance our ability to create and deliver the best possible service to our residents, clients and community partners.

Operating under the umbrella of the Wellness Steering Committee, the Diversity and Inclusion (D&I) Sub-Committee is committed to supporting and facilitating a working environment that respects, acknowledges and celebrates the diversity of our workforce, and the community at large. The D&I Sub-Committee will work to promote these values while assisting in further developing an inclusive workplace that is free from prejudice and harassment in all forms.

The D&I Sub-Committee is comprised of two Co-Chairs and includes representation from the County's Departments, Divisions and various work locations. Membership includes individuals passionate about matters related to diversity, inclusion and equality and should reflect diversity in all respects, including factors such as race/ethnicity, gender identity, sexual orientation, age, disability, work role and location, etc. The Sub-Committee members are expected to be active participants and champions of diversity and inclusivity.

Diversity and Inclusion Values Statement

The Sub-Committee was asked to provide a recommendation for a corporate Diversity and Inclusion Values Statement that would be used and included for signage at our County locations to signal to all individuals of the safe space for all and that acts of hatred and discrimination would not be tolerated.

The following D&I Value Statement was recommended by the Sub-Committee as well as by the Staff Advisory Committee:

The County of Wellington is committed to providing safe and inclusive spaces for everyone, and as such, any acts of hatred and discrimination will not be tolerated.

With the approval of Council of this Corporate D&I Value statement, we would start to move forward in working with Communications for signage for our County locations.

Recommendation

“THAT the Diversity and Inclusion Values Statement ‘The County of Wellington is committed to providing safe and inclusive spaces for everyone, and as such, any acts of hatred and discrimination will not be tolerated’ be approved.”

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Susan Farrelly". The signature is fluid and cursive, with a large loop at the end.

Susan Farrelly
Director of Human Resources