



## Committee of the Whole Report

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**Report Number:** CORP 2023-014  
**Meeting Date:** June 6, 2023  
**Title:** Coalition of Inclusive Municipalities  
**Description:** An overview of the process to join the Canadian Commission for the United Nations Educational, Scientific and Cultural Organization's (UNESCO) Coalition of Inclusive Municipalities.  
**Author and Title:** Christine Briggs, IDEA Partner

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### Recommendation(s):

**That** Report CORP 2023-014, **Coalition of Inclusive Municipalities**, be received;

**That** the Mayor be authorized to sign the declaration to join the Coalition of Inclusive Municipalities; and

**That** this recommendation be brought forward to Council for consideration at the next Regular Council Meeting.

**Department Head:** \_\_\_\_\_

**Financial/Legal/HR/Other:** \_\_\_\_\_

**Chief Administrative Officer:** \_\_\_\_\_

## **Background:**

In 2004, Canadian Commission for United Nations Educational, Scientific and Cultural Organization (UNESCO) called upon municipalities to join a Coalition of Inclusive Municipalities. Recognizing the key role that local governments play as policy makers and guarantors of human rights, UNESCO has partnered with coalition members to promote inclusion, diversity, and equity within their communities and improve policies pertaining to racism, discrimination, exclusion, and intolerance.

In 2021, an internal staff working group was formed to build a framework for the City's Corporate Inclusion, Diversity, Equity and Accessibility (IDEA) program. Guided by the corporate values of accountability, teamwork, and respect, the group sought to establish an outline for training priorities and policy updates to better reflect the needs of the City's diverse workforce and ever-evolving community.

There are a number of benefits associated with joining the coalition, including but not limited having access to a network of approximately one-hundred Canadian municipalities that can help to identify tools, best practices, and resources for combating discrimination. Joining the coalition will build on the foundational work that has been completed by the internal workgroup and provide the supports required to develop a formal Plan of Action moving forward.

In order to join UNESCO's Coalition of Inclusive Municipalities, the municipality must garner support from Council. This support must be documented in the form of a declaration, signed by the Mayor, as outlined in Appendix A. The municipality must then inform the Canadian Commission for UNESCO of its decision to join and commence work on a Plan of Action that improves social inclusion; eradicates racism and discrimination; and promotes human rights and diversity. The creation of a formal Plan of Action will be overseen by the IDEA Partner with input from staff and external community partners. Progress will be reported annually.

## **Rationale:**

The municipality's mission, as outlined in the current Kawartha Lakes strategic plan is:

“To deliver the highest standard of municipal services while creating a healthy and sustainable future for all Kawartha Lakes residents and businesses.”

To do this effectively, consideration needs to be given to the City's policies and programming as it pertains to all residents. The City must strive to implement services that meet the needs of diverse population groups. To achieve this, the City must undertake initiatives that eliminate barriers and move forward in building an open and inclusive Kawartha Lakes. By joining the Coalition of Inclusive Municipalities, we leverage the shared experience of its members, both nationally and internationally, and commit to an Action Plan that will help us to move forward in our pursuit of equitable and inclusive programming.

## **Other Alternatives Considered:**

N/A

## **Alignment to Strategic Priorities**

1. An Exceptional Quality of Life- An exceptional life for all residents and businesses, means that we eliminate service barriers and pursue equitable and inclusive programming.
2. Good Government- A sense of belonging is essential for staff attraction and retention; diversity, equity and inclusion are key elements for a broader sense of belonging.

## **Financial/Operation Impacts:**

N/A

## **Servicing Implications:**

### **Consultations:**

Chief Administrative Officer

Senior Management Team

IDEA Workgroup

City of Peterborough

City of Oakville

**Attachments:**

Appendix A – Declaration to Join to Coalition of Inclusive Municipalities



Appendix A

**Department Head email:** [sbeukeboom@kawarthalakes.ca](mailto:sbeukeboom@kawarthalakes.ca)

**Department Head:** Sara Beukeboom