

DIVERSITY AND COMMUNITY ENGAGEMENT PLAN PHASE 2

2017 - 2022



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TOWN AS AN EMPLOYER

PRIORITY

The Town should continue to educate and create awareness amongst employees about diversity and inclusion through a comprehensive training program.

RECOMMENDED ACTION

Expand the current staff training program to encompass all dimensions of diversity and inclusion.

Provide specific training for staff and Council hiring and promotion panels on unconscious bias.

Ensure volunteers are included in diversity and inclusion training opportunities (when possible, and if feasible).

Develop an infographic resource to be provided to all new hires at the Town, which contains information on various dimensions of diversity about Ajax including community demographics.

Expand the current list and information on annual recognized days/months and encourage staff to celebrate these days within their departments/sections, while also showcasing various proclamations and significant days/months on the Town's website and through social media.

Develop a staff-based Ajax For All campaign.

LEAD/SUPPORTING DEPARTMENT

Lead Department:
Office of the CAO - Human Resources
Supporting Department: Recreation, Culture & Community Development

Lead Department:
Office of the CAO - Human Resources

Lead Department:
Recreation, Culture & Community Development

Lead Departments: Recreation, Culture & Community Development and Legislative & Information Services
Supporting Department: Office of the CAO – Corporate Communications

Lead Departments: Recreation, Culture & Community Development, Library and Legislative & Information Services
Supporting Department:
Office of the CAO - Corporate Communications

Lead Departments: Recreation, Culture & Community Development and Office of the CAO - Corporate Communications

PRIORITY

The Town should complete a diversity survey/census to determine the diversity dimensions amongst its employees.

RECOMMENDED ACTION

Complete a confidential diversity survey and inclusion index for all full and part time Town staff, in order to provide an overall picture of diversity and inclusion within the corporation.

LEAD/SUPPORTING DEPARTMENT

Lead Department:
Office of the CAO - Human Resources
Supporting Department: Recreation,
Culture & Community Development

PRIORITY

The Town should continue to enhance its policies and practices to maintain a Positive Space for all residents including oppressed/marginalized populations.

RECOMMENDED ACTION

Using a phased approach, expand on the Ajax Public Library's existing Positive Spaces initiative to include all Town facilities.

Phase 1: Town Hall, Ajax Community Centre, McLean Community Centre, Audley Recreation Centre and the St. Francis Centre

Phase 2: pavilions and satellite centers

Phase 3: Seniors Centres

Develop Positive Space signage for each staffed facility with associated media/promotional materials.

LEAD/SUPPORTING DEPARTMENT

Lead Department: Recreation, Culture & Community Development
Supporting Department: Library

Lead Department: Office of the CAO – Corporate Communications and Recreation, Culture & Community Development

PRIORITY

The Town should develop leadership training and/or mentorship opportunities to equip residents, especially youth, with the skills needed to gain employment.

RECOMMENDED ACTION

Research and review mentorship programs to develop best practices and investigate opportunities for staff to act as mentors to youth and/or adults.

Consult with foreign skilled professionals internship programs through the school board and other local external agencies, to determine options for Town mentorship opportunities.

LEAD/SUPPORTING DEPARTMENT

Lead Departments: All

Lead Departments:
Office of the CAO - Human Resources

Supporting Departments: All

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PROGRAMS AND SERVICES

PRIORITY

The Town should continue to deliver innovative and diverse programs and services to incorporate various dimensions of diversity.

RECOMMENDED ACTION

Ensure that frequently accessed documents/materials are available in raw formats so that they can be easily translated if the need arises.

LEAD/SUPPORTING DEPARTMENT

Lead Departments: All

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COMMUNITY & CIVIC ENGAGEMENT

(NEIGHBORHOOD STRENGTHENING INITIATIVES)

PRIORITY

The Town should continue to enhance its community engagement strategies to strengthen its relationships with community groups, the not-for-profit sector, the business community, and others.

RECOMMENDED ACTION

Review, analyze and update the Ajax Resident Guide with enhanced information on diversity and inclusion initiatives.

Investigate opportunities to increase public awareness of the Town’s Language Line.

Increase speed networking opportunities for community groups, the not-for-profit sector, and the business community.

Create networking opportunities for community groups/organizations on a semiannual basis as an opportunity to raise awareness for residents to learn about the community’s diverse programs and services

LEAD/SUPPORTING DEPARTMENT

Lead Department: Legislative & Information Services

Supporting Department: Office of the CAO – Corporate Communications

Lead Department: Legislative & Information Services

Supporting Departments: Recreation, Culture & Community Development, Library and Office of the CAO – Corporate Communications

Lead Departments: Recreation, Culture & Community Development

Supporting Department: Planning & Development Services

Lead Department: Recreation, Culture & Community Development

PRIORITY

The Town should develop a matrix to measure the impact of its diversity and inclusion initiatives in the community.

RECOMMENDED ACTION

Investigate best practices to measure the impact of diversity & inclusion initiatives in the community.

LEAD/SUPPORTING DEPARTMENT

Lead Department: Recreation, Culture & Community Development

Supporting Departments: Legislative & Information Services and Library

PRIORITY

The Town should continue to create opportunities to showcase the varying cultures and other dimensions of diversity within the community with those that are not currently involved.

RECOMMENDED ACTION

Research the history of Indigenous peoples in Ajax and investigate opportunities to recognize this history through plaque installations, publications, events, etc.

LEAD/SUPPORTING DEPARTMENT

Lead Department: Recreation, Culture & Community Development

Supporting Departments: Legislative & Information Services and Library

PRIORITY

The Town should continue to provide forums to engage residents on important community diversity and inclusion matters, racism, discrimination, prejudices and biases.

RECOMMENDED ACTION

Develop a Speaker/Education Series to engage residents on a variety of community diversity and inclusion topics.

LEAD/SUPPORTING DEPARTMENT

Lead Department: Recreation, Culture & Community Development

PRIORITY

The Town should strengthen policies and create innovative ways to bridge the divide among different communities.

RECOMMENDED ACTION

Expand promotions for the IMPACT Ajax Community Support Program with particular emphasis on neighbourhood strengthening initiatives and as a means for the community as a whole to connect through innovative programming, events, and initiatives.

LEAD/SUPPORTING DEPARTMENT

Lead Department: Recreation, Culture & Community Development

Supporting Department:
Office of the CAO –
Corporate Communications

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YOUTH ENGAGEMENT

PRIORITY

The Town should continue to provide opportunities for youth dialogue and should encourage youth involvement in the advancement of diversity and inclusion in the Town.

RECOMMENDED ACTION

Develop a targeted marketing/promotional campaign to engage more youth in the Town's annual diversity conference.

Develop a youth forum opportunity during Youth Week to discuss diversity and inclusion matters from a youth perspective.

Develop a speaker series to engage youth on a variety of community diversity and inclusion topics.

Develop an #AjaxforAll Youth Edition.

LEAD/SUPPORTING DEPARTMENT

Lead Departments: Recreation, Culture & Community Development and Office of the CAO - Corporate Communications

Lead Departments: Recreation, Culture & Community Development and Library

Lead Departments: Recreation, Culture & Community Development and Library

Lead Department: Office of the CAO - Corporate Communications

Supporting Departments: Recreation, Culture & Community Development and Library



**For more information, contact
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ajax.ca/Diversity

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