

Equity, Diversity and Inclusion Policy for Citizen Appointments

Presented To:	City Council
Meeting Date:	July 15, 2025
Type:	Managers' Reports
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Recommended by:	General Manager of Corporate Services

Report Summary

This report provides a recommendation regarding the Equity, Diversity and Inclusion Policy for Citizen Appointments.

Resolution

THAT the City of Greater Sudbury directs staff to prepare a by-law for the adoption of the Equity, Diversity and Inclusion Policy for Citizen Appointments as outlined in the report entitled “Equity, Diversity and Inclusion Policy for Citizen Appointments” from the General Manager of Corporate Services, presented at the City Council meeting on July 15, 2025.

Relationship to the Strategic Plan, Health Impact Assessment and Climate Action Plans

This report refers to operational matters.

Financial Implications

There are no financial implications associated with this report.

Background

In alignment with the new Community Safety and Policing Act (CSPA), 2019, every municipality that maintains a municipal board shall prepare and, by resolution, approve a diversity plan to ensure that the members of the municipal board appointed by the municipality are representative of the diversity of the population in the municipality as outlined in section 28(1) of the CSPA.

Additionally, Section 33(1) of the CSPA outlines key considerations for appointing or reappointing members. It requires that appointments must consider:

- The need for the board to reflect the diversity of the community it serves.
- The competencies required of board members; and
- Any applicable municipal diversity plan.

These provisions are particularly relevant in preparation for potential changes to Council composition in the new year or following municipal elections, where new appointments to boards may occur.

To meet the legislative requirements and further the City's strategic equity goals, the following Equity, Diversity, and Inclusion Policy for Citizen Appointments has been developed. This policy seeks to:

- Foster an inclusive and representative civic environment.
- Remove systemic barriers from recruitment and appointment processes; and
- Promote transparency, accessibility, and fairness in citizen appointments to various boards.

The policy outlines clear implementation strategies including inclusive outreach and recruitment, transparent and equitable selection processes, and ongoing training for Council members. It is aligned with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA).

By adopting this policy, the City of Greater Sudbury reaffirms its commitment to fostering an inclusive, diverse, and equitable civic engagement process that reflects the rich diversity of its residents.

Resources Cited

[Human Rights Code, R.S.O. 1990, c. H.19 | ontario.ca](#)

[Accessibility for Ontarians with Disabilities Act \(AODA\)](#)

[Municipal Act](#)

[City of Greater Sudbury: Diversity, Equity and Inclusion Policy, 2023](#)

[Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1](#)