

# Equity, Diversity, and Inclusion Policy for Citizen Appointments

## 1. Policy Statement

The City of Greater Sudbury is committed to fostering an inclusive, equitable, and diverse community by ensuring that appointed bodies reflect the broad spectrum of residents they serve. This commitment is rooted in the recognition that diversity in experience, background, and perspective enhances decision-making and strengthens civic engagement. The City of Greater Sudbury actively works to remove systemic barriers in recruitment, appointment, and retention processes while cultivating a culture of respect, accessibility, and inclusivity.

## 2. The Purpose / Scope

The City of Greater Sudbury is committed to fostering an inclusive community by eliminating barriers in communication and processes, ensuring accessibility, and creating an environment where all individuals feel welcome to participate. The purpose of this policy is to promote equitable opportunities for diverse candidates to apply for appointment to municipal panels and boards, supporting representation that reflects the community's needs.

The main objectives of this policy are:

- To eliminate systemic barriers through the nominations process and to develop an environment that promotes diversity, equity, and inclusion.
- To foster an environment that respects people's dignity, ideas, and beliefs, thereby ensuring diversity, equity, and inclusion in The City of Greater Sudbury.
- To contribute to the achievement of the City of Greater Sudbury's business goals, strategic plan, and client service delivery by building an environment that promotes diverse viewpoints.
- To be deliberate in our intention to apply a diversity, equity, and inclusion approach in our recruitment efforts.
- To implement fair and transparent selection criteria and outreach efforts that encourage participation from historically underrepresented groups.

This policy applies to citizen appointments to advisory bodies, local boards, corporations and legislated committees.

## 3. Implementation Strategies

### 3.1 Outreach and Recruitment

- Advertisements for vacancies on advisory bodies, statutory boards, committees and legislatively required groups will be circulated to various diverse community groups and organizations. The City will use inclusive outreach strategies, including targeted communications and partnerships with diverse community organizations, cultural groups, and equity-seeking organizations.
- Vacancies for citizen appointments will be widely advertised in multiple formats such as but not limited to, public releases, social media, paid advertisements etc.

- Applications will include optional self-identification questions to assess the effectiveness of outreach efforts in attracting diverse candidates.
- The City will implement alternative application formats and support mechanisms to enhance accessibility.

### 3.2 Selection and Appointment

The selection processes will be transparent and adhere to principles of equity and inclusion. Members of the Nominating Committee and Council collectively are encouraged to take into consideration this policy when appointing citizens to the various bodies.

- The Nominating Committee and Council will consider the diversity of the applicant pool and prioritize appointments that enhance representation of underrepresented groups.

## 4. Training

Training will be provided to Council at the start of every new term

- Unconscious bias and heuristics in decision-making.
- Anti-racism, anti-oppression, and intersectionality principles.
- Inclusive leadership and engagement strategies.

## 5. References

This policy aligns with:

- Ontario Human Rights Code
- Accessibility for Ontarians with Disabilities Act (AODA)
- City of Greater Sudbury Strategic Plan
- Municipal Act, 2001
- City of Greater Sudbury: Diversity, Equity and Inclusion Policy, 2023
- Community Safety and Policing Act, 2019, S.O. 2019, c. 1, Sched. 1

By implementing 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.