



# AUMA Welcoming and Inclusive Communities Initiative

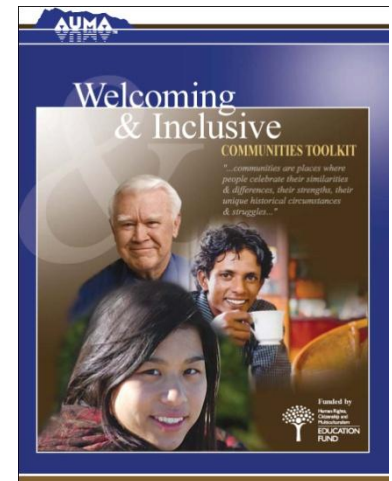
2011 AAISA Provincial Conference

October 27, 2011



# Some Background...

- In 2006, AUMA received a grant from the Human Rights, Citizenship and Multiculturalism Education Fund to develop a toolkit on creating welcoming and inclusive communities.
- The goal of this project was to provide resources and support to communities that had signed onto the Canadian Coalition of Municipalities Against Racism and Discrimination (CMARD) as well as those municipalities that were implementing their own welcoming and inclusive initiatives.



Building on the success of the toolkit, the Welcoming and Inclusive Communities initiative was formed. It is a partnership between AUMA, the Alberta Human Rights Commission and the Human Rights branch of Alberta Culture and Community Spirit.



**Government of Alberta** ■  
Culture and Community Spirit

# What is a Welcoming & Inclusive Community?

A ***Welcoming and Inclusive Community*** is one which is free from discrimination and where residents feel able to participate in all aspects of the social, cultural and economic life on the municipality.

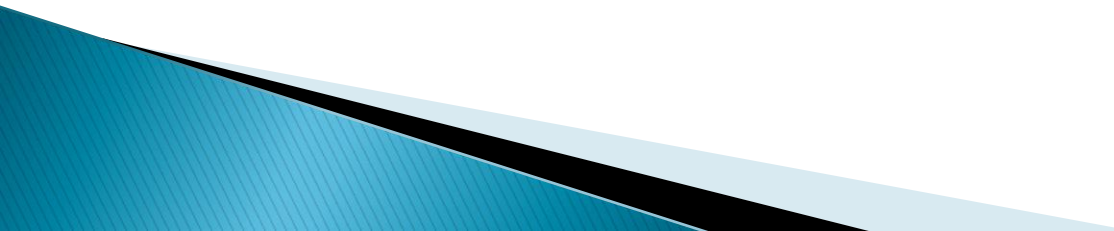


# What Does This Look Like?


## Fort Saskatchewan's MSP

### Guiding Principle

"We commit to being a welcoming community – a place for everyone. We will create a safe community by knowing and respecting one another. Trust and compassion are created through multi-generational and multi-cultural events. We embrace diversity. We will actively reach out to fellow citizens encouraging them to participate in this community. We promote a variety of opportunities for careers and recreation. We ensure social programs, amenities, and services are available to support our community."



# What Does the WIC Initiative offer municipalities?

- ▶ Information and support to join CMARD
  - ▶ Resources on diversity and inclusion
  - ▶ Resources on newcomer integration
  - ▶ Support in the development of your community's action plan
  - ▶ Support in responding to specific concerns in your community
  - ▶ Connection with other municipalities working to become more welcoming and inclusive
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# AUMA Immigration Project

To support AB municipalities in the successful attraction, retention and integration of newcomers.



- ▶ Immigration Project Microsite
  - Best Practice Videos
  - Coming November 2011 at <http://wic.auma.ca>
- ▶ 8 Capacity Building Workshops
- ▶ WIC Provincial Network Meeting
  - December 1–2, 2011 in Edmonton




# Working with Municipalities

How can I tell whether my municipality is welcoming and inclusive?

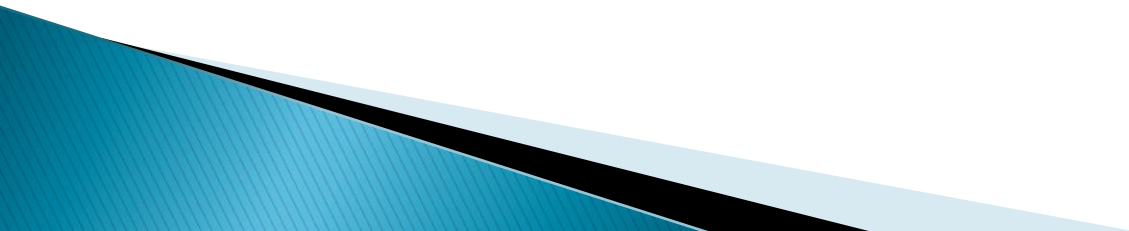
What can I do to work with my municipality?



# First, what exactly do municipalities do?

- ▶ Recreation
  - ▶ Policing
  - ▶ Fire & Rescue/Emergency Services
  - ▶ Infrastructure (roads, zoning, urban planning)
  - ▶ Library
  - ▶ Public transit
  - ▶ Community services (often through FCSS)
  - ▶ Housing
  - ▶ Arts
  - ▶ Business licensing
  - ▶ Community strategies & planning
- 

# A Welcoming & Inclusive Community...



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Looks like...



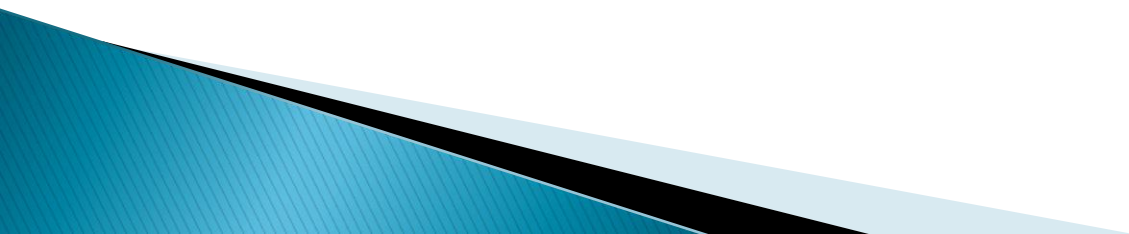
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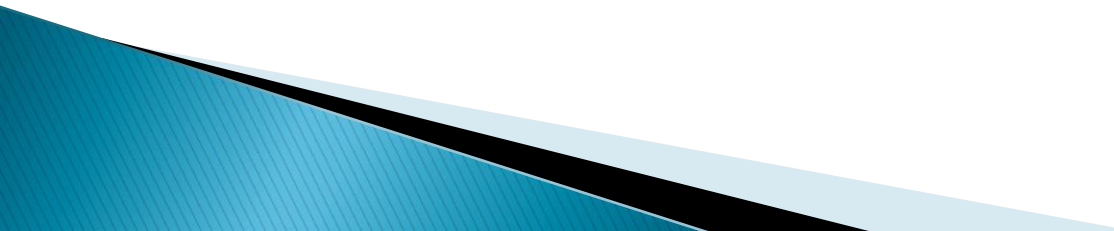
**Feels like...** libraries are a safe space to go if you're being bullied.



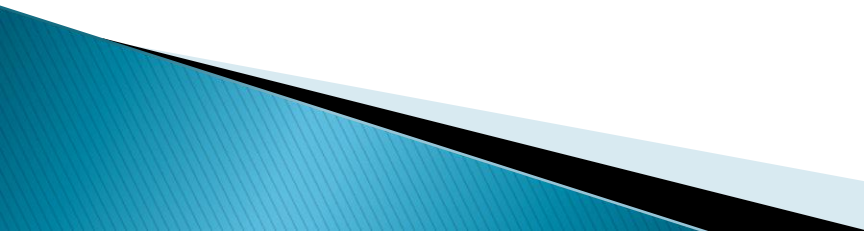
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# Municipal Best Practices

- ▶ *Brooks:* Making municipal services accessible
  - ▶ *Olds:* Designing inclusive public spaces
  - ▶ *Edmonton:* Active culture change in the municipal workforce
  - ▶ *Vancouver:* Building relationships between newcomer and Aboriginal communities
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# What Are The Benefits to Municipalities?

- Building a positive community reputation
  - Publicly promoting the work that is being done in your community
  - Attracting and retaining labour and business
  - Adjusting to new demographics
  - Preventing conflict
  - Dealing with existing discrimination
  - Acting on your Municipal Sustainability Plan
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# CMARD

- CMARD is a part of an international network of municipalities actively engaged in combating racism and discrimination.
- In Canada, the Coalition is supported by the Canadian Commission for UNESCO.
- The Alberta Human Rights Commission and the Human Rights branch of Alberta Culture and Community Spirit have championed and promoted the Coalition in Alberta.
- There are currently 43 municipalities signed onto CMARD. 11 of these are in Alberta.



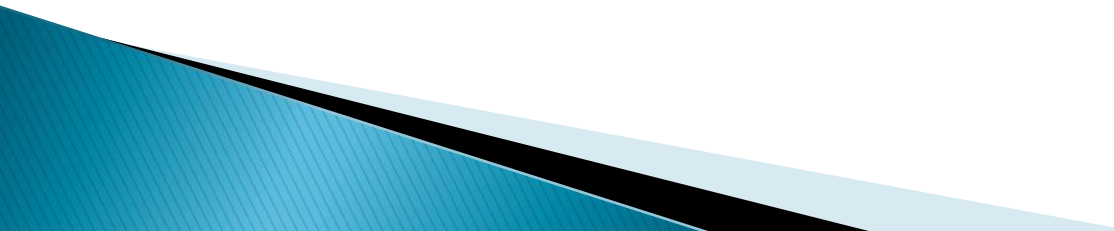
# CMARD Commitments

CMARD Commitments are divided into three areas of municipal responsibility:

1. Municipality as guardian of public interest.
2. Municipality as an organization.
3. Municipality as a community based on the respect of human rights and diversity.



# How Does a Municipality Join?

- Council passes a resolution.
  - Once passed, Council forwards resolution to UNESCO and to AUMA (WIC Initiative).
  - Municipality creates and implements an action plan to address issues of discrimination and promote diversity in their community.
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# Municipal Sustainability Plans

## Five Pillars of Sustainability:

- ▶ Environment
  - ▶ Good Governance
  - ▶ Economy
  - ▶ Culture
  - ▶ Social
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# Community WIC Committees

- ▶ Diverse membership
- ▶ Allows focus on unique local realities
- ▶ Municipal engagement is key to success

Example: Regional Municipality of Wood Buffalo



# Thank you!

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