



Report to Council

From the Office of Councillor Diana Dilworth

Date: April 30, 2023

Subject: Diversity and Inclusion – IDEA Fundamentals Certification

Purpose

To request Council approval for the Chair and/or Vice-Chair of the newly enacted Inclusion, Diversity, Equity and Accessibility (IDEA) committee to attend a certificate program in Diversity and Inclusion: IDEA Fundamentals Certification program offered by the Greater Vancouver Board of Trade.

Recommendation

THAT Council support the expenditure of \$549 plus GST to support the attendance of either the Chair or Vice-Chair of the newly enacted Inclusion, Diversity, Equity, and Accessibility (IDEA) Committee to participate in a six-hour certification program on IDEA fundamentals offered by the Greater Vancouver Board of Trade as recommended in the report dated April 30, 2023, from Councillor Diana Dilworth regarding Diversity and Inclusion – IDEA Fundamentals Certification.

Background

The Greater Vancouver Board provides a broad scope of training for corporate and non-profit entities. They are currently offering an online certificate program that incorporates presentations, polling, as well as small and large group discussions. During three sessions, participants have an opportunity to explore their own dimensions of diversity and discover the benefits of creating an Inclusive, Diverse, Equitable and Accessible (IDEA) workplace. The six-hour program is held over three-days with two-hour sessions.

The sessions provide participants with a robust, shared understanding of what we talk about when we refer to diversity and inclusion, and why diversity and inclusion are keys to the success of organizations. Sessions address conscious and unconscious bias and provide participants with strategies to mitigate the impact of bias in the workplace.

<https://www.boardoftrade.com/events/individual-events/2352-7603>

Discussion

This City Council recently completed and approved a Strategic Plan for 2023-2026, which included a priority on incorporating our values, including diversity, equity, inclusion, Truth and Reconciliation, and climate action, into our policies, plans and initiatives.

Subsequently, Council approved a new committee of Council, addressing Inclusion, Diversity, Equity, and Accessibility (IDEA). As DEI is a fairly new concept to both Council members and staff, there is an opportunity to participate in outside training to better understand the concepts that can be brought back to Council members, staff, and committee members.

The Greater Vancouver Board of Trade is a leader in the provision of learning opportunities for both corporate and non-profit agencies across the Metro Vancouver Region.

Other Option(s)

- 1) THAT Council does not support the allocation of funds to participate in IDEA training through the Greater Vancouver Board of Trade;
- 2) The Council explore other opportunities for training related to Inclusion, Diversity, Equity and Accessibility

Financial Implications

The overall cost to the City of Port Moody would be \$549 + GST as a non-member of the Greater Vancouver Board of Trade. As an online training program, either the Chair or Vice-Chair could participate electronically, incurring no additional charges.

Given Council's priority about addressing issues through the lens of inclusivity, diversity, equity and accessibility, the suggested funding source would be Council Strategic Initiatives reserve.

Council Strategic Plan Objectives

Under the pillar of Health Community Development contained within Council Strategic Plan for 2023-2026, members of Council have committed to "Enhance Community Well-Being" through the incorporation of our values, including diversity, equity, inclusion, Truth and Reconciliation and climate action, into our policies, plans and initiatives.

Attachment(s)

1. Council Strategic Plan 2023-2036
2. Terms of Reference, Inclusion, Diversity, Equity and Accessibility Committee