

# City of Fredericton Community Inclusion Office

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Gwen McIntyre

*Community Inclusion Program Manager*

March 21, 2025

The logo for the City of Fredericton, featuring the word "Fredericton" in a bold, blue, sans-serif font. A stylized blue wave graphic is integrated into the letter "o" at the end of the word. The background of the slide features a light blue silhouette of a city skyline and several overlapping, wavy blue lines in various shades of blue.





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# Diverse Municipal Workforce

The City of Fredericton has placed a strong emphasis on fostering diversity, equity, and inclusion (DEIB) in the workplace. Council policy Cor-POL-064 contains the following statement about Inclusion:

2.2 Diversity, Equity and Inclusion Pillar: “Diversity” is an understanding that every person is unique while recognizing and respecting individual differences based on human rights legislation. “Equity” is the ability to be fair and impartial. “Inclusion” is respecting and valuing all employees’ contributions and uniqueness in matters that affect them.

# Diverse Municipal Workforce

The City provides diverse, equitable and inclusive work environments in the following three ways:

- 1. Inclusion First** – by engaging with people at risk of exclusion and looking through their particular lenses to identify their needs and understand their perspectives, and; by committing to inclusive communication both internally and externally.
- 2. Structural & Systemic Fairness** - Developing fair policies and consistent practices for employees to rely on throughout the organization.
- 3. Respectful Treatment** - Learning how to treat each other with respect at a personal level. This policy underscores the City's commitment to creating a respectful, inclusive environment for all employees.

# Community Engagement and Partnerships

- The City of Fredericton works closely with Sitansisk. Fredericton's proximity to Sitansisk allows for a direct partnership, strengthening the city's commitment to Indigenous reconciliation.
- The City of Fredericton works closely with many local non-profits and government agencies – which results in delivering inclusion and DEIB education events, immigration settlement and retention services, affordable housing, poverty reduction, and employment training initiatives.



# Progress and Achievements

Before joining the UNESCO Coalition of Inclusive Municipalities in 2019, the City of Fredericton established a full-time position dedicated to nurturing the relationship with Sitsansisk. As a result of this position, a strong relationship has been developed with our local First Nations community and the City has worked on 14 of the Truth and Reconciliation Commission's 94 Calls to Action.

In addition, the City of Fredericton has invested significant efforts into improving inclusion within the city and our organization since joining the UNESCO Coalition of Inclusive Municipalities in 2021.

# Key Milestones

1. Established the Office of Community Inclusion (2021).
2. Established a Social Inclusion Advisory Committee with volunteer members representing a variety of under-represented groups within the city (2022).
3. Established a new Youth Advisory Committee (2022) – Ensuring youth representation in municipal decision-making.
4. Launched the Affordable Housing Strategy (2022) with 13 key recommendations for increasing housing availability and created the affordable housing committee.
5. Created the Anti-Racism Task Force (2023) – Resulted in 14 Recommendations relating to anti-racism initiatives.



# Key Milestones

6. Wolastoqey Flag Raised at City Hall (2023) as a permanent addition to the flag collection.
7. HR Summit (2023) for city leadership with a focus on Diversity and Inclusion education.
8. Community Engagement Survey (2024) - Survey conducted with residents to gather input on municipal DEIB efforts and priorities for improvement.
9. The creation of a municipal Anti-Racism Action Plan (2024) – based on the 14 Recommendations from the Anti-Racism Task Force.





# Internal Initiatives and Programs Launched

Initiative/Program	Objective
DEIB Framework Development	Comprehensive DEIB framework development with a consultant
Codes of Practice Implementation	Harassment, bullying, and violence prevention codes were implemented in all workplaces
New Recruitment Practices	New Recruitment model in development to reduce unconscious bias and barriers
Review of Human Resource policy hierarchy	Includes DEIB lens review by consultant

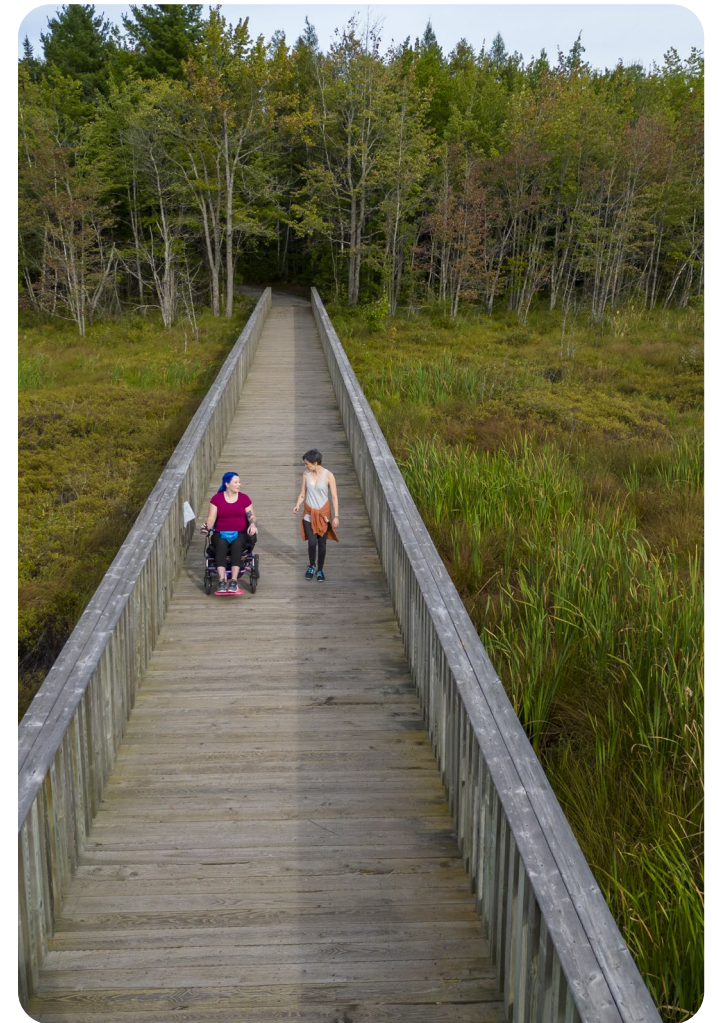
# Internal Initiatives and Programs Launched

Initiative/Program	Objective
Education	All employees participate in Code of Conduct and Respectful Workplaces education. DEIB specific training is rolling out to all employees
Education – Truth and Reconciliation	Implemented educational programs to raise awareness about Indigenous history, culture, and the ongoing impacts of colonization
Baseline Sentiment Survey	A sentiment and demographic analysis of employees was completed through a survey
Inclusion Champion Team	Internal team created to liaise with the Social Inclusion Committee and facilitate DEIB initiatives in their departments
Accessibility Plan Development	Creation of steering committee for development of an Accessibility Plan



# Some New 2025 Plans

- **EQUIP Initiative:** This initiative supports part-time job placements within the City of Fredericton for those with disabilities.
- **Social Inclusion Lens project:** This project will help the City of Fredericton look at all projects with an inclusion lens.



# External Initiatives and Programs Launched

Initiative/Program	Objective
Annual DEIB Symposium	First delivered in 2023 in partnership with Greater Fredericton Social Innovation, this year is our 3 <sup>rd</sup> annual
Anti-Racism Action Plan	In the implementation phase of the Anti-Racism Action Plan
Sidewalk Painting	Painted crosswalks for multiple years to promote Pride festivals and Indigenous awareness
Recreation and Tourism	Inclusive parks and recreation programs have been designed to cater to the diverse needs of our community, ensuring accessible and welcoming spaces for all. Plus, the City is happy to play host to many inclusive events throughout the year



# External Initiatives and Programs Launched

Initiative/Program	Objective
Community Inclusion Grants	Provides financial support for community cultural and inclusion initiatives
Newcomer Retention/Bus Tour	Partnerships with local immigration services and cultural organizations have enhanced the city's ability to retain and integrate newcomers. The newcomer bus tour offers newcomers an opportunity to learn how to use the city bus and discover key landmarks within the city
Social Inclusion Committee	Provides opportunities for volunteers to advise city employees and Council members on DEIB concerns
Youth Advisory Committee	Provides opportunities for volunteers to advise city employees and Council members on youth concerns

# External Initiatives and Programs Launched

Initiative/Program	Objective
Housing Incentives and By-law Amendments	Reduced development costs and streamlined approval processes for affordable housing projects
Affordable Housing	Commitments to purchase land solely for the development of affordable housing
Truth and Reconciliation	Identification and action on 14 of the 94 Truth and Reconciliation Commission's Calls to Action
Truth and Reconciliation	In partnership with the Wolastoqey Nation, developing a framework for engagement with the municipality



# External Initiatives and Programs Launched

Initiative/Program	Objective
Truth and Reconciliation	Providing space for Kehkimin, a Wolastoqey language immersion school
Truth and Reconciliation	Installed signage including English, French and Wolastoqey languages
Canadian Atlas of Social Inclusion (CASI)	A live map that hosts cross-Canada information on efforts in social inclusion
Transit Tools	The development of tools to facilitate transit for those with accessibility needs
Transit Fare Assistance Program	Providing transit tickets to organizations that serve marginalized members of the community

# Some New 2025 Plans

- **Accessibility Plan Development:** Hire a consultant to assist the City of Fredericton in developing the accessibility plan
- Support the creation of a **Workplace Inclusion Charter** in partnership with the Capital Region Integration Network and multiple external partners





