

# Creating a More Inclusive Fredericton: Highlights from the Community Inclusion Office

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***Fredericton***

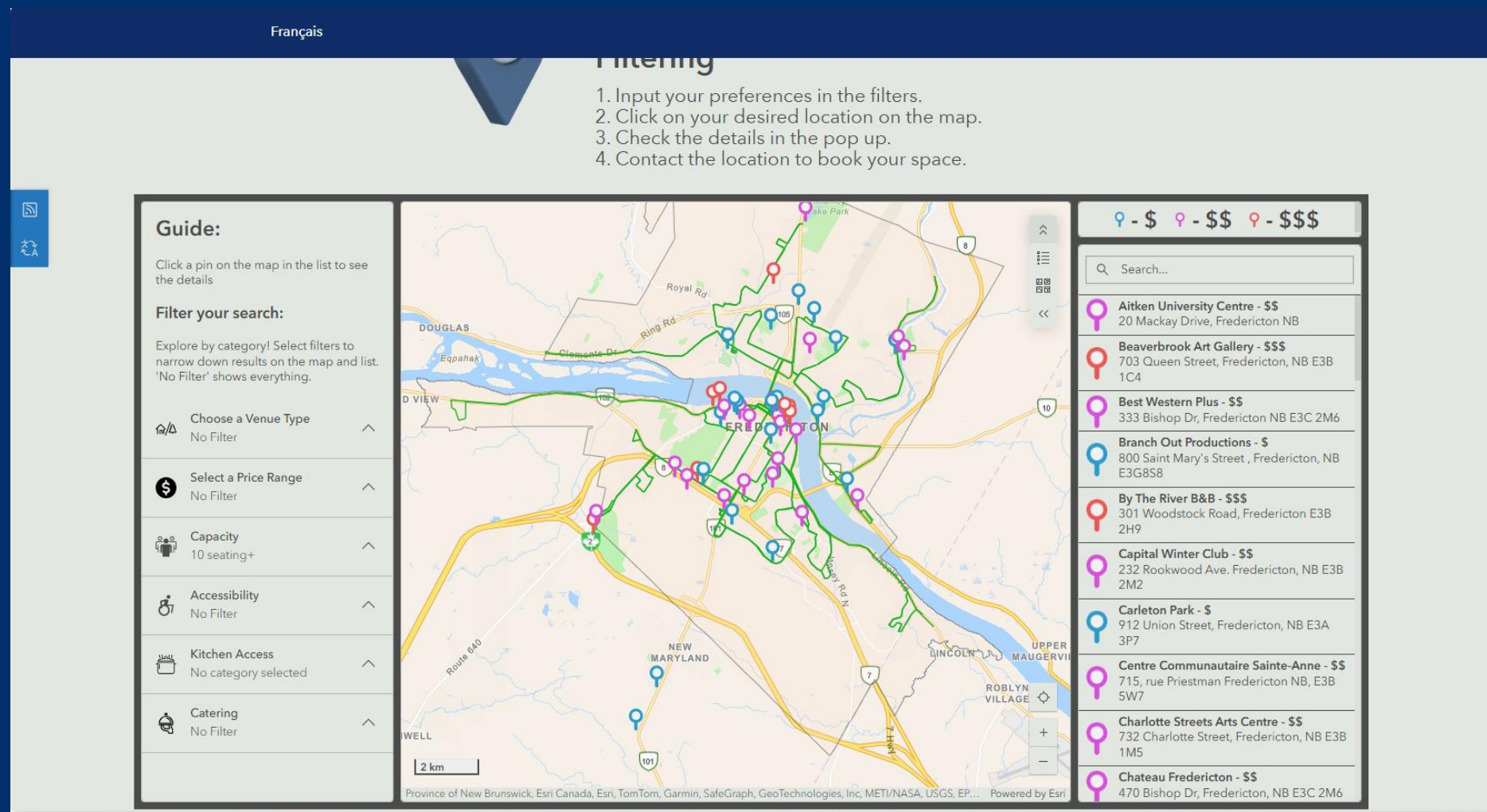
# The Office of Community Inclusion

- The City of Fredericton established the Office of Community Inclusion (OCI) in 2021. Our mandate is to ensure that inclusion is a central focus of the municipality.
- The City of Fredericton is a proud member of the Canadian Coalition of Inclusive Municipalities, a network of municipalities working together to build an open and inclusive society.
- The work of the Community Inclusion office is driven by three major considerations: anti-racism, inclusion, and accessibility. The City of Fredericton's Anti-racism Action Plan was created in 2024 based on the recommendations from the Anti-Racism TaskForce. Over the last year several initiatives have fallen under the Action Plan.



**Fredericton**

# Fredericton Venues



- We partnered with Greater Fredericton Social Innovation (GFSI) to launch a new online platform that allows residents, community groups, and organizations to easily browse and book community spaces for meetings, events, sports, and cultural activities in 2025.
- The tool includes helpful filters such as capacity, catering options, kitchen access, and a variety of other amenities to help users find a space that suits their needs.

# Civic Engagement



- Supporting inclusive opportunities for residents to engage in municipal decision-making
- Encouraging participation from diverse and underrepresented communities
- Using multiple engagement methods (open houses, surveys, consultations)
- Leveraging Engage Fredericton to gather community feedback on city initiatives

## Why It Matters

- Strengthens community trust and transparency
- Helps ensure decisions reflect the needs of diverse residents
- Encourages shared responsibility for the future of our city

# Workplace Inclusion Charter



- The City of Fredericton’s Anti-Racism Taskforce presented a list of recommendations in December 2023, which included *“the City shall encourage local businesses and non-governmental entities to engage in anti-racism initiatives and training to create a safer community”*.
- At the same time, Ignite was leading the development of the Capital Region Newcomer CAIR Strategy, which highlighted the need for inclusive workplaces to help bolster retention rates of newcomers in the Capital Region.

# Refugee Journey to Canada

- In collaboration with the Fredericton Public Library, the Canadian Museum of Immigration at Pier 21, and the Government of Canada, we hosted the traveling exhibit “Refugee Journey to Canada.” which shares powerful stories and experiences that have shaped our country.
- This exhibit provided residents with an immersive, educational experience exploring the challenges and resilience of refugees settling in Canada.
- The initiative fostered empathy, awareness, and dialogue about the global refugee experience and local newcomer support.



# Youth Anti-racism Microgrants



- The City of Fredericton's Anti-Racism Youth Microgrants program supports youth-led projects that combat racism and build more inclusive communities. At the launch of this project, over 20 youth individuals and teams applied with 12 projects receiving funding. Selected projects were chosen for their strong anti-racism lens and potential for meaningful community impact.
- Participants have completed a capacity-building workshop focused on creating brave spaces and learning how to be advocates for anti-racism work.
- Youth have begun working on their projects with funding support, mentorship, and guidance from community organizations, alongside ongoing support from the City. Each project will wrap up with a final report to share outcomes, and applications are expected to reopen in the fall.

# Advisory Committees



- The work of Fredericton's City Council is informed by various committees and groups. These include Standing Committees, a Planning Advisory Committee (PAC), and other Advisory Committees & Task Forces. At a high level, the purpose of any committee is to provide advice to City Council and staff on specifically-mandated areas of interest, and contribute to the development of policies, programs and initiatives. **The Office of Community Inclusion is responsible for supporting the Social Inclusion Committee (SINC) and the Youth Advisory Committee (YAC).**
- The YAC engages Fredericton youth in municipal decision-making while supporting advocacy, community participation, and youth-led initiatives.
- The SINC advises City Council on inclusion, diversity, equity, and human rights while identifying barriers and strengthening communication between communities and the City.

# Transit Fare Assistance Program (TFAP)

- The Transit Fare Assistance Program, coordinated in partnership with Greater Fredericton Social Innovation (GFSI), distributed **11,040 tickets** to **38 organizations** within Fredericton to provide free access to transportation. Tickets were allocated based on identified need and ticket availability.
- The program was designed to provide additional support to community groups as they assist their clients' efforts to attend medical appointments, access education and training, seek employment, or visit service providers.



# Newcomer Bus Tour



In partnership with the Multicultural Association of Fredericton (MCAF), the City supports the Newcomer Bus Tour, held four (4) times annually.

The tour provides newcomers with an opportunity to:

- Learn how to navigate Fredericton Transit
- Receive practical tips on using the bus system
- Explore neighbourhoods and community resources
- Build connections within the community



# Community Inclusion Grant

The Community Inclusion Grant formal application process was launched in March/April 2025 to support organizations across Fredericton in delivering initiatives that promote inclusion, belonging, and community engagement. The program offers up to \$500 per project to support small-scale but high-impact initiatives that foster accessibility, cultural understanding, and social connection.

## Grant Summary 2025

- Total organizations funded: 25
- Total amount distributed: \$14,704.00

The grant supported a wide variety of community-based projects from youth mentorship and accessibility improvements to cultural celebrations, arts programs, and inclusion-focused workshops.

# First draft of Inclusion Lens tools

- In 2025, the City continued development of its corporate Inclusion Lens, a tool designed to help staff plan programs, services, policies, and events more inclusively.
- The first draft was developed in partnership with Greater Fredericton Social Innovation, but has since been refined based on [York University's Inclusion Lens: Event Management Tool](#), and extensive staff and Advisory committees feedback. The current Inclusion Lens is a three-tier system to better match the diverse scale of municipal projects:
  - **Tier 1: Quick Checklist for small events and internal projects**
  - **Tier 2: Standard Assessment for medium-sized projects, community-facing programs, or hiring**
  - **Tier 3: Comprehensive Tool for major policies, capital projects, and cross-departmental initiatives**
- Tier 1 and Tier 2 versions have been shared with multiple departments with staff encouraged to use the tool and provide feedback.



# EQUIP Project



Sunny



Christopher



Marcus

- In partnership with Human Resources, we advanced our efforts toward inclusive employment through the Empowering Qualified Underrepresented Individuals in Professions (EQUIP) project, which focuses on creating equitable workplace opportunities. The City hired four part-time neurodivergent employees as part of EQUIP in 2025. We retained 3 employees in 2026.
- The City was featured by Inclusion NB for its leadership in inclusive hiring practices in 2025.

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**WOLIWON/ THANK YOU/ MERCI**

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