

Calgary's Commitment

Canadian Coalition of Municipalities Against Racism and Discrimination

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City Partnering with Immigrant Sector Council of Calgary

On October 21st, 2008 The City of Calgary hosted the Fall 2008 City Career Fair, featuring many workshops of interest to newcomer communities. The Immigrant Employment Partnership Project is a collaboration of The City of Calgary and the Immigrant Sector Council of Calgary (ISCC). This was the first career fair of its kind offered by The City of Calgary, in which diverse community members were targeted. Workshops offered included information on foreign credential accreditations and hiring processes at The City of Calgary. The immigrant serving agency partners also attended the career fair, with booths which offered information and programming for immigrants. The event was attended by over

4000 persons, many of them new Canadians applying for or considering jobs within the municipality.

This activity was only the most recent endeavour of the partner-

ship. Prior events included an Employer's Forum between City of Calgary hiring managers and new immigrants, and training in diversity recruitment for City Business Unit representatives.



City of Calgary departments collaborating over diversity issues

An outcome of The City of Calgary participating in the CCMARD initiative has been that several different business units within the corporation are now working together on issues of racism and diversity. Representatives of the Calgary Police Service (CPS), Calgary Fire Department (CFD), Emergency Medical Services (EMS), Community and Neighbourhood Services (CNS) and Calgary Transit are exchanging their experiences and best practices

working with minority communities.

One of the areas they have successfully been able to collect information on is their approaches to diversity training. The content and process of each training curriculum have been gathered and, once synthesized, will be shared with the other departments to create a resource tool that all can use. It is hoped that this type of

dialogue will help standardize diversity training with front line service providers, leading to culturally appropriate service to all Calgarians.



City Council approves CCMARD report

On July 27, 2008 City Council unanimously approved the recommendations of the CCMARD report, which was based on internal and external consultations, best practices of other Canadian municipalities, and a literature review of current trends in the business sector.

The report notes that by strengthening its inclusive policies, procedures and practices, the City of Calgary could:

- become an organization of choice
- attract and retain a representative workforce in a competitive market
- continue to operate within human rights and other relevant legislation
- improve service delivery
- integrate diversity goals into its business plans to ensure a sustainable and consistent approach across the corporation

To do this the report recommended that the City build on existing initiatives, by piloting a coordinated approach to diversity management, actively promoting the hiring and retention of a diverse workforce, and initiating efforts to encourage legislative changes to enhance inclusion. The proposed budget for the action plan was approved by City Council on November 17, 2008.