



Moved By

EMILY CHORLEY

Resolution No.: 0875-20

Last Name Printed

E. CHORLEY

Seconded By

ADAM BUREAU

Council Date:

Last Name Printed

A. ~~BEAR~~ BUREAU

June 29, 2020

**WHEREAS** at the Committee of the Whole Meeting on June 22, 2020 Council considered a Notice of Motion from Councillor Emily Chorley and Councillor Adam Bureau, regarding an Equity and Inclusion Policy for the Town of Cobourg; and

**WHEREAS** the Black Lives Matter movement has highlighted the need for a reaffirmed commitment to confronting racism and removing systemic barriers to equality; and

**WHEREAS** fostering an inclusive and welcoming community is a key tenant of the Town of Cobourg's annual 'Pride Month'; and

**WHEREAS** municipal government can play a leading role in helping to achieve gender equality;

**NOW THEREFORE BE IT RESOLVED THAT** Council instruct staff to draft an Equity and Inclusion Policy; and

**FURTHER THAT** the policy specifically address the inclusion of Black, Indigenous and People of Colour, women, people with disabilities, newcomers to Canada, the Lesbian, Gay, Bisexual, Trans, Queer, Two-Spirit, Intersex, and Asexual peoples, as well as those who identify as pansexual, questioning, non-binary, and other gender and sexual minorities (2SLGBTQIAP+) community and other visible minorities; and

**FURTHER THAT** the policy draws upon resources such as 'Advancing Equity and Inclusion: A Guide for Municipalities' and FCM's 'Diverse Voices Toolkit'; and

**FURTHER THAT** the policy includes annual commitments to equity and inclusion training for Town of Cobourg staff, volunteers and Members of Council, engagement of citizens and advisory committees, and communications on progress; and

**FURTHER THAT** Council direct staff to form an Ad Hoc Committee or a suitable alternative with a terms of reference or terms of engagement consisting of citizen members from these diverse minority populations in order to provide input on the development of the Equity and Inclusion Policy, due back to Council on August 24, 2020 Meeting; and

**FURTHER THAT** the draft policy be presented to Council for consideration by December 7th, 2020.