

## Tracking Status

- [City Council](#) adopted this item on January 26, 2010 without amendments.
- This item was considered by the [Executive Committee](#) on January 4, 2010 and adopted without amendment. It will be considered by City Council on January 26, 2010.

## City Council consideration on January 26, 2010

EX39.6	ACTION	Adopted		
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## Diversity and Positive Workplace Strategy

### City Council Decision

City Council on January 26 and 27, 2010, adopted the following:

1. City Council adopt the Diversity and Positive Workplace Strategy outlined in the attachment of the report (November 17, 2009) from the City Manager.
2. City Council authorize the City Manager to undertake the following specific actions:
  - i. develop and implement a new three-year corporate Employment Equity Action Plan 2010 – 2012;
  - ii. require that a direct linkage be established between each manager's individual accountabilities for the corporate Employment Equity Action Plan through their annual performance planner;
  - iii. incorporate the targets set out in the Employment Equity Action Plan in the strategies of the Toronto Public Service People Plan;
  - iv. develop and implement a Diversity Education campaign for the Toronto Public Service;
  - v. develop and implement training programs designed for supervisors and managers on "Inclusion in the Workplace: Race" and "Duty to Accommodate";
  - vi. develop a corporate Conflict Resolution and Positive Workplace Policy and related training initiatives on respectful and positive workplaces;
  - vii. create a mandatory five year corporate leadership curriculum that incorporates the issues of employment equity, diversity, inclusion and conflict resolution/positive workplace culture;

- viii. expand the scope of the current "Access, Equity and Human Rights Awards" to also include the recognition of contributions by employees of the Toronto Public Service; and
- ix. include a Diversity and Positive Workplace Strategy progress report with the annual reporting of the Toronto Public Service People Plan.

### Background Information (Committee)

Diversity and Positive Workplace Strategy

(<http://www.toronto.ca/legdocs/mmis/2010/ex/bgrd/backgroundfile-26070.pdf>)

Presentation - Diversity and Positive Workplace Strategy

(<http://www.toronto.ca/legdocs/mmis/2010/ex/bgrd/backgroundfile-26089.pdf>)

### Motions (City Council)

*Motion to Adopt Item (Carried)*

**Vote** (Adopt Item)

Jan-26-2010 12:01 PM

<b>Result: Carried</b>	Majority Required - EX39.6 - Adopt the Item
Yes: 23	Brian Ashton, Sandra Bussin (Chair), Janet Davis, Mike Del Grande, John Filion, Paula Fletcher, Adam Giambrone, Mark Grimes, Suzan Hall, A.A. Heaps, Doug Holyday, Norman Kelly, Chin Lee, Gloria Lindsay Luby, Pam McConnell, Joe Mihevc, Howard Moscoe, Cesar Palacio, Gord Perks, Bill Saundercook, Michael Thompson, Adam Vaughan, Michael Walker
No: 0	
Absent: 22	Paul Ainslie, Maria Augimeri, Shelley Carroll, Raymond Cho, Glenn De Baeremaeker, Frank Di Giorgio, Mike Feldman, Rob Ford, Cliff Jenkins, Giorgio Mammoliti, Peter Milczyn, David Miller, Denzil Minnan-Wong, Ron Moeser, Frances Nunziata, Case Ootes, Joe Pantalone, John Parker, Anthony Perruzza, Kyle Rae, David Shiner, Karen Stintz

### Executive Committee consideration on January 4, 2010

Source: Toronto City Clerk at [www.toronto.ca/council](http://www.toronto.ca/council)

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