

Respecting Diversity: Canadian Inclusion Initiatives

*Fostering 'In'clusion within municipal
recreation programs*

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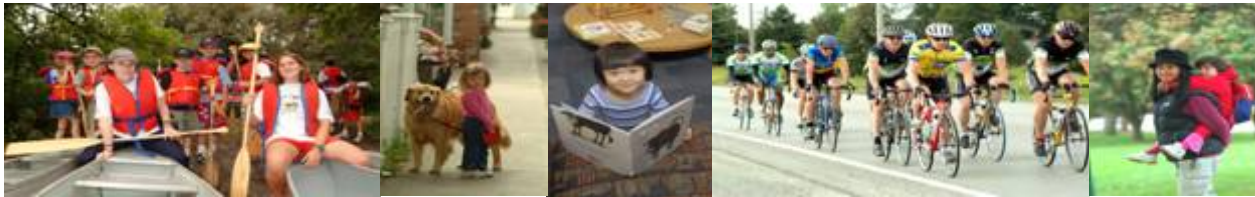
Context/Overview

- Municipal context
 - Diverse communities with Urban centres
- Social Inclusion objective
- Place based Approaches
- Organizational tune up
- Case study: City of Toronto

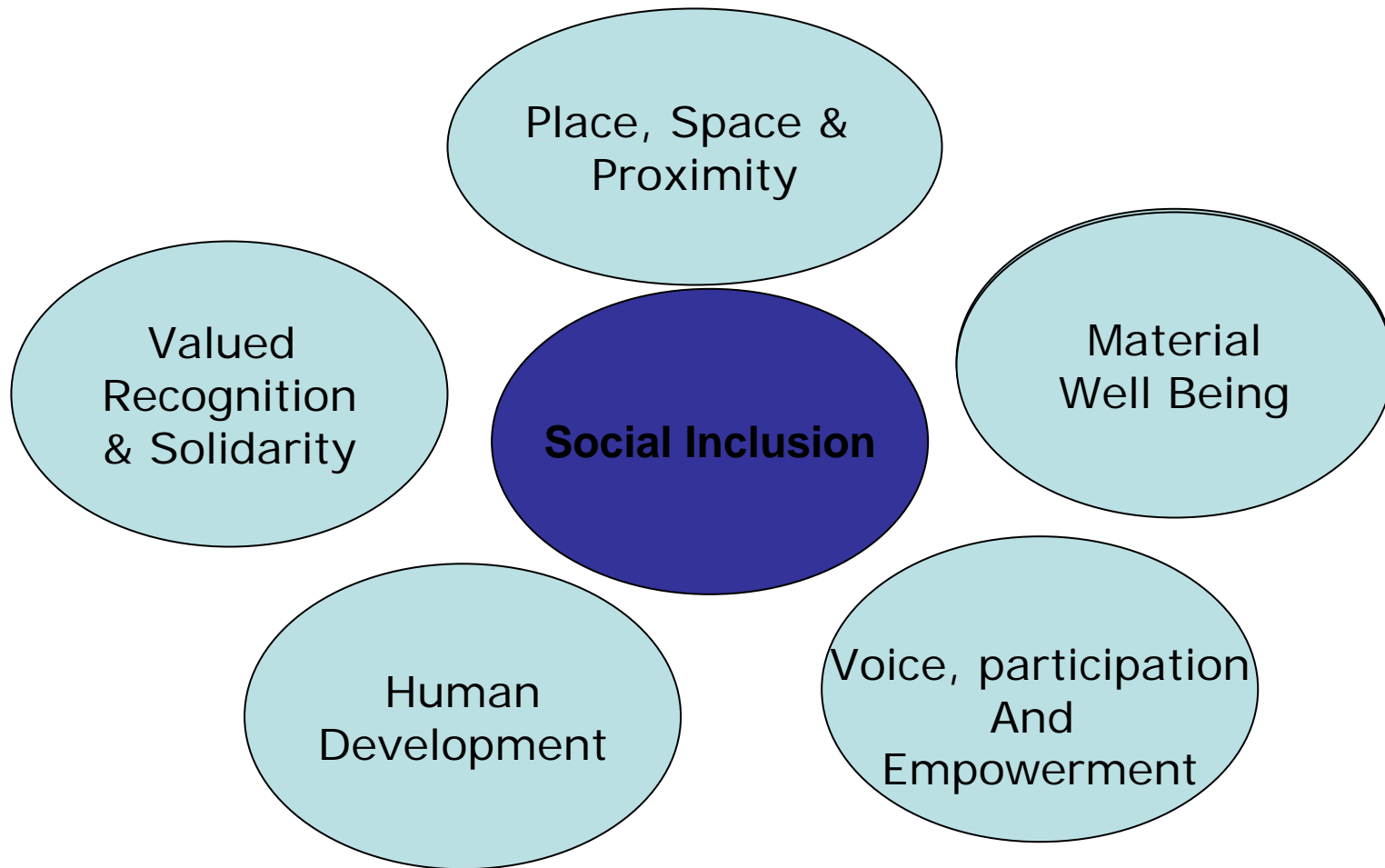


Municipal Context – Canadian perspective

- Canadian urban centres :
 - Highest concentration of newcomers
 - Diverse populations
 - 50 to 66% of populations diverse
- Recreation, Library & Cultural Programs & community centres – ‘places for inclusion’
- Outreach strategies critical



5 Components of Social Inclusion



Place based Approaches

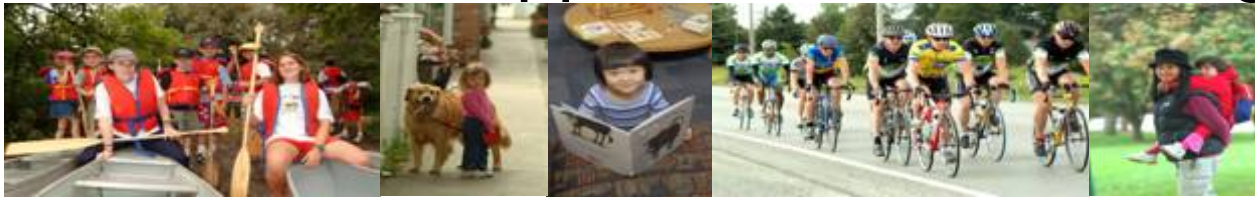
- **Spaces:** Focus on 'space'/place – welcoming & barrier free
- **Programming** offerings
- **Outreach** strategies and partnership focused
- **Train/ teach** service providers – recruitment strategies

S.P.O.T. = Inclusion



Organizational Tune Ups

- **Engage in dialogue** on access & diversity – programs, services and recruitment
- **Organizational planning & Recruitment**
- **Service planning checklist** – equity lens
- **Training** – everyone's responsible and accountable
- **Pursue partnerships** – cultural, religious, service and community agencies
- **Outreach** approaches and staffing models

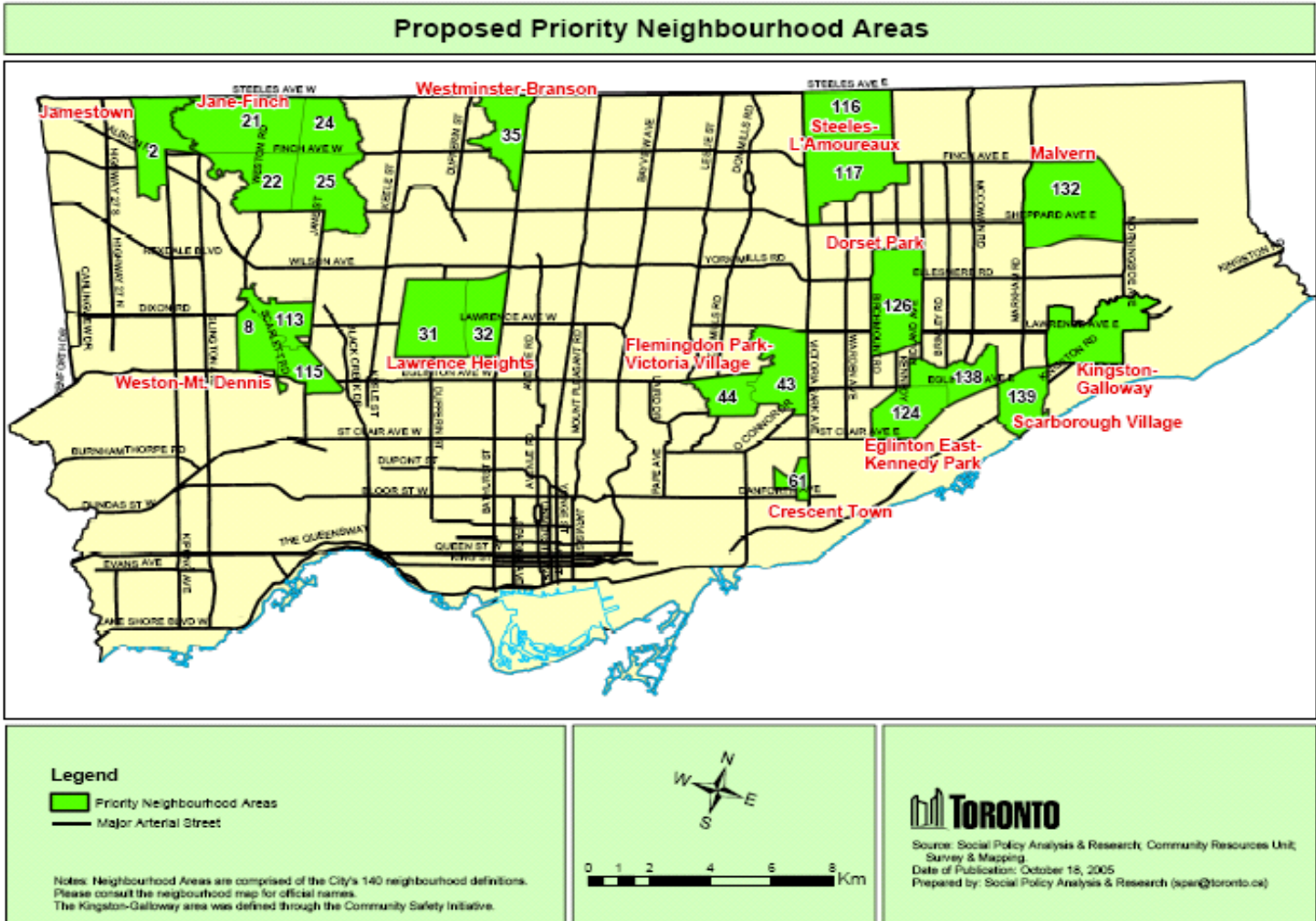


Example: City of Toronto

- ✓ Set **targets** in Strategic Plan for participation
- ✓ **Priority Neighbourhoods Policy**
- ✓ Created a **Diversity Unit** – PFR
- ✓ **Outreach Workers** for Recreation by neighbourhood
- ✓ Focus on youth, newcomers, & persons with disabilities
- ✓ **Neighbourhood team** established – for service integration – reviewed physical spaces; programs; and communications
- ✓ **Annual Report Card**



Priority Neighbourhoods



Programming - Legacies

- Girls Only offerings – swimming, basketball etc.
- Hockey in the Neighbourhood – NHLPA – newcomers
- Cricket Master Plan
- Homework Clubs
- Explosion of Soccer
- Advisory Councils



Conclusion



- *Respect & celebrate diversity – it benefits all of us!*
- **Inclusion** – means bringing those ‘in’ that may not know the way in and retaining them in respectful ways.

