



Date: 18/07/2024

To: Chair and Directors, Policy Committee

And To: Murray Daly, Chief Administrative Officer

From: Alice Johnston, Manager of Corporate Services/Deputy CAO

Date of Meeting: Policy Committee_Nov06_2024

File: 0340-50

Short Summary:

Anti-Racial Discrimination and Anti-Racism Policy

Voting:

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Memorandum:

Attached is a draft anti-racial discrimination and anti-racism policy provided as guidance to local governments from Lidstone & Company in 2020. It is not intended to supersede or supplant our Bullying and Harassment Policy; rather to publicly acknowledge the existence of racism in all its forms and commit to breaking down barriers, deconstruct biases and foster an inclusive, respectful and welcoming environment for all who work, volunteer, do business and interact with the CRD.

Attachments:

Draft Policy

Financial Implications:

n/a

Policy Implications:

This item introduces a new Policy to the Committee for review and discussion.

Alignment with Strategic Plan:

- Infrastructure and Asset Management:** To establish a systematic, predictable approach to managing the regional district's assets and infrastructure that builds on current asset management data and condition assessments.
- Enhanced Communications and Engagement:** To build trust and credibility of the regional district by enhancing our communications and engagement with citizens, stakeholders, and volunteers.

- ❑ **Effective and Responsive Land Use Planning and Development:** To ensure our land use planning and development is responsive to future growth and housing needs, anticipates risks and hazards associated with climate change and provides efficient and consistent processes for landowners and developers.

- ❑ **Relationships with First Nations:** To foster a healthy and inclusive region by building and strengthening our relationships with First Nations and embracing the principles of reconciliation.

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CAO Comments:

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Options:

- 1) Endorse Policy as presented;
- 2) Request amendments;
- 3) Defer;
- 4) Reject.

Recommendation:

That the draft Anti-Racial Discrimination and Anti-Racism Policy be adopted as attached.