



Progress Report for the UNESCO Coalition of Inclusive Municipalities

Municipality Name: Fredericton, NB

Date of Report Submission: Nov 15, 2024

Reporting Period: (e.g., January 2022 – December 2024)

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Executive Summary

Since joining the UNESCO (United Nations Educational, Scientific and Cultural Organization) Coalition of Inclusive Municipalities in 2021, the City of Fredericton has made significant strides in incorporating diversity, equity, inclusion, and belonging (DEIB) into various facets of municipal operations. This report outlines the city's achievements, aligned with key pillars of social inclusion, anti-racism, youth engagement, and partnerships with Indigenous communities.

The city's efforts span multiple areas including the development and education of an inclusive municipal workforce, advancing social inclusion through community engagement, and building strong partnerships.

Diverse Municipal Workforce

The City of Fredericton has placed a strong emphasis on fostering diversity, equity, and inclusion (DEIB) in the workplace. Council policy Cor-POL-064 contains the following statement about Inclusion:

2.2 Diversity, Equity and Inclusion Pillar: "Diversity" is an understanding that every person is unique while recognizing and respecting individual differences based on human rights legislation. "Equity" is the ability to be fair and impartial. "Inclusion" is respecting and valuing all employees' contributions and uniqueness in matters that affect them.

The City provides diverse, equitable and inclusive work environments in the following three ways:

City of Fredericton	Ville de Fredericton
<i>Governance and Inclusion</i>	<i>Gouvernance et Inclusion</i>
397 Queen Street	397, rue Queen
Fredericton, NB E3B 1B5	Fredericton (N.-B.) E3B 1B5

www.fredericton.ca

COR-FRM-102, V. 1.8, Issued 12/12/17

- 1. Inclusion First – by engaging with people at risk of exclusion and looking through their particular lenses to identify their needs and understand their perspectives, and; by committing to inclusive communication both internally and externally.*
- 2. Structural & Systemic Fairness - Developing fair policies and consistent practices for employees to rely on throughout the organization.*
- 3. Respectful Treatment - Learning how to treat each other with respect at a personal level. This policy underscores the City's commitment to creating a respectful, inclusive environment for all employees.*

Community Engagement and Partnerships

Fredericton is situated on the traditional homeland of the Wolastoqey Nation, part of the Wabanaki Confederacy. The city has worked closely with Sitansisk (St. Mary's First Nation), which is uniquely located within Fredericton's boundaries. Fredericton's proximity to Sitansisk allows for a rare and direct partnership, strengthening the city's commitment to Indigenous reconciliation.

The City of Fredericton works closely with many local non-profits and government agencies – this results in partnerships in delivering inclusion and DEIB education events, immigration settlement and retention services, affordable housing, poverty reduction, and employment training initiatives.

Progress and Achievements

In 2019, the City of Fredericton established a full-time position dedicated to nurturing the relationship with Sitansisk. As a result of this position, a strong relationship has been developed with our local First Nations community and, as such, we have worked on 14 of the Truth and Reconciliation Commission's Calls to Action.

In addition, the City of Fredericton has invested significant efforts into improving inclusion within the city and our organization since joining the UNESCO Coalition of Inclusive Municipalities in 2021.

Over the last few years, we have seen much success as indicated below:

Key Milestones Reached in 2022-2024

- **Milestone 1:** Established the **Office of Community Inclusion** (2021) with two full-time employees.

- **Milestone 2:** Established a **Social Inclusion Advisory Committee** with volunteer members representing a variety of under-represented groups within the city (2022).
- **Milestone 3:** Launched the **Affordable Housing Strategy** (2022) with 13 key recommendations for increasing housing availability and created the affordable housing committee.
- **Milestone 4:** Created the **Anti-Racism Task Force** (2023) – Resulted in 14 Recommendations relating to anti-racism initiatives.
- **Milestone 5:** Established a new **Youth Advisory Committee** (2022) – Ensures youth representation in municipal decision-making.
- **Milestone 6: Wolastoqey Flag Raised at City Hall** (2023) as a permanent addition to flag collection – Demonstrates the city’s commitment to Indigenous reconciliation.
- **Milestone 7:** HR Summit (2023) with a focus on **Diversity and Inclusion education** for city leadership.
- **Milestone 8: Community Engagement Survey** (2024) - Survey conducted with residents to gather input on municipal DEIB efforts and priorities for improvement.
- **Milestone 9:** The creation of a municipal **Anti-Racism Action Plan** (2024) – based on the 14 Recommendations from the Anti-Racism Task Force.

Internal Initiatives and Programs Launched in 2023/2024

The City of Fredericton continues to work hard to promote and facilitate inclusion internally. The HR department is leading the development of a new DEIB framework that will inform decisions relating to policy, hiring, and education. The Community of Inclusion office has created an Inclusion Champion team representing municipal departments. This team will work closely with the Social Inclusion Committee and external organizations and citizens to promote inclusion in city programs and facilities. In addition, the Community of Inclusion office has initiated the creation of an Accessibility Framework that will inform city services, projects, and refurbishments.

Initiative/Program	Objective	Target Population	Status
DEIB Framework Development	Comprehensive DEIB framework development with consultant	Senior Leadership Team and All City Employees	Ongoing
Codes of Practice Implementation	Harassment, bullying, and violence prevention codes implemented in all workplaces	All City Employees	Ongoing

Initiative/Program	Objective	Target Population	Status
New Recruitment Practices	New Recruitment model in development to reduce unconscious bias and barriers	HR and Hiring Managers	Ongoing
Review of Human Resource policy hierarchy	Includes DEIB lens review by consultant	HR team	Ongoing
Education	All employees participate in Code of Conduct and Respectful Workplaces education. DEIB specific training rolling out to all employees	All City Employees	Ongoing
Education – Truth and Reconciliation	Implemented educational programs to raise awareness about Indigenous history, culture, and the ongoing impacts of colonization	All City Employees	Ongoing
Baseline Sentiment Survey	Sentiment and demographic analysis of employees through survey	All City Employees	Ongoing
Inclusion Champion Team	Internal team to liaise with the Social Inclusion Committee and incorporate DEIB initiatives in their departments	Staff members and Community	Ongoing
Accessibility Plan Development	Creation of steering committee for development of Accessibility Plan	Staff and Accessibility Advocates	Ongoing

2025 Plans:

- **Work Placement Fund Initiative:** Creation of a fund to support job placements within the City of Fredericton for those with disabilities.
- **Social Inclusion lens:** GFSI is working on the first draft of this initiative.

External Initiatives and Programs Launched in 2023/2024

The City of Fredericton is also working hard to make the municipality a more inclusive place to live. We have several initiatives focused on DEIB education, newcomer retention, housing, and Indigenous relations.

Initiative/Program	Objective	Target Population	Status
Annual DEIB Symposium	First delivered in 2023 in partnership with Greater Fredericton Social Innovation	External organizations and groups	Ongoing
Anti-Racism Action Plan	Implementation of the Anti-Racism Action Plan	Community	Ongoing
Sidewalk Painting	Paint crosswalks to promote Pride festivals and Indigenous awareness	Community	Ongoing
Recreation	Inclusive parks and recreation programs designed to cater to the diverse needs of our community, ensuring accessible and welcoming spaces for all	Community	Ongoing
Community Inclusion Grants	Provides financial support for community cultural and inclusion initiatives	Community	Ongoing
Newcomer Retention	Partnerships with a growing number of immigration services and cultural organizations have enhanced the city's ability to retain and integrate newcomers	Community	Ongoing
Social Inclusion Committee	Monthly meetings to deliver education and undertake DEIB initiatives	Social Inclusion Committee and Community	Ongoing
Youth Advisory Committee	Monthly meetings to deliver education and facilitation of special projects	Youth Advisory Committee and Community	Ongoing
Housing Incentives and By-Law Amendments	Reduced development costs and streamlined approval processes for affordable housing projects	Community	Ongoing

Initiative/Program	Objective	Target Population	Status
Affordable Housing	Commitments to purchase land solely for the development of affordable housing	Community	Ongoing
Truth and Reconciliation	Identification and action on 14 of the Truth and Reconciliation Commission's Calls to Action	Community	Ongoing
Truth and Reconciliation	Providing space for Kehkimin, a Wolastoqey language immersion school	Community	Ongoing
Truth and Reconciliation	Implemented educational programs to raise awareness about Indigenous history, culture, and the ongoing impacts of colonization	Staff and Community	Ongoing
Truth and Reconciliation	Installed signage including English, French and Wolastoqey languages	Community	Ongoing
Canadian Atlas of Social Inclusion (CASI)	A live map that hosts cross-Canada information on efforts in social inclusion	Community	Ongoing
Transit tools	The development of tools to facilitate transit for those with accessibility needs	Transit riders	Ongoing
Transit Fare Assistance Program	Providing transit tickets to organizations that serve marginalized members of the community	Transit riders	Ongoing

2025 Plans:

- **Accessibility Plan Development:** Hire a consultant to assist the City of Fredericton in developing the accessibility plan
- Support Creation of **Workplace Inclusion Charter** in partnership with external partners

Conclusion

The City of Fredericton has made significant progress in advancing the goals of the UNESCO Coalition of Inclusive Municipalities, particularly in areas of DEIB, social inclusion, anti-racism, youth engagement, housing, and Indigenous partnerships. Ongoing efforts will focus on deepening these initiatives and building a more inclusive and equitable city.