



# Inclusion Charter of York Region

Our Commitment to Welcoming and Inclusive Communities

Presentation to

**York Regional Police Services Board**  
**April 25, 2018**

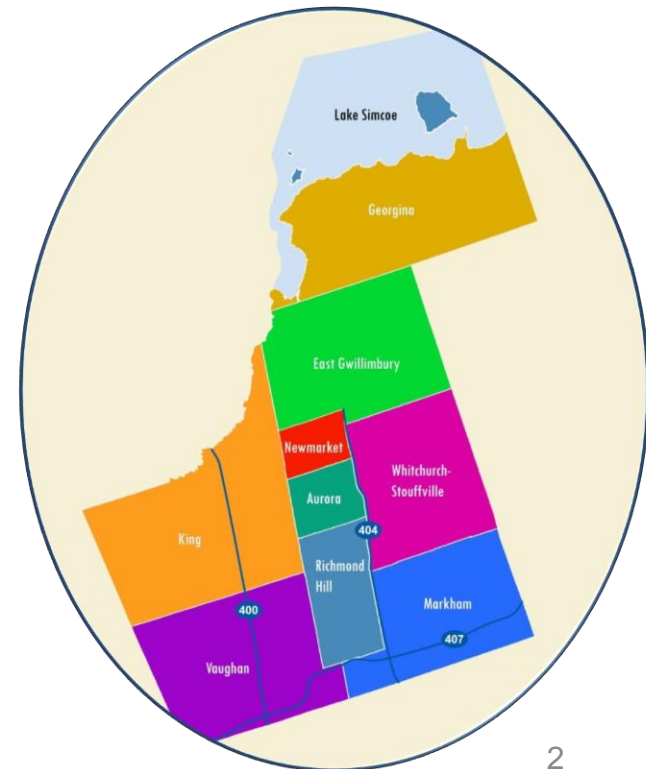
*Ricky Veerappan*  
*Superintendent #545*  
*Co-Chair York Region Municipal Diversity*  
*and Inclusion Group (MDIG)*





# Background

- Region of York Region is one of the fastest growing and diverse communities in Canada
- 49 % of residents a visible minority in 2016
- 46 % were born outside of Canada
- 230 distinct ethnic origins
- 120 different languages





# Municipal Diversity and Inclusion Group (MDIG) Member Organizations:



TOWN OF  
GEORGINA





# The Inclusion Charter

## Our commitment to welcoming & inclusive communities

- A community initiative
- Brings together multiple sectors
- To create an inclusive environment with equality for all who work, live and play here.
- Shared the vision of York Region as a welcoming and inclusive community
- The Charter reflects an evolving approach in support of existing federal and provincial legislation
- Commitment to Action with other participating organizations





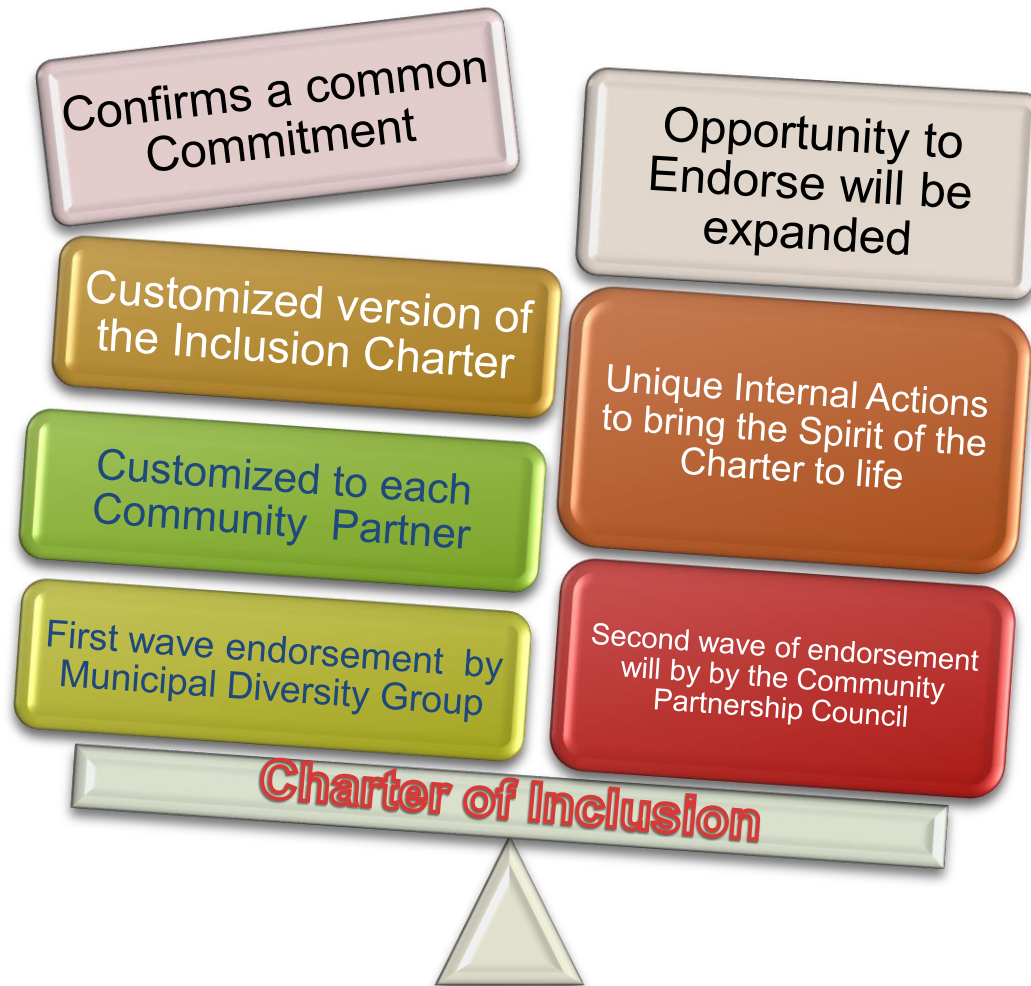
# Responding to Our Rapidly Changing Demographics

- Provides a framework for promoting programs, services, facilities and workplaces
- Affirming commitment to Inclusion
- Intentionally Inclusive Organizations
- Benefits to communities served
- Responsive to internal and external needs





# A Customized Approach





# Unique Innovative Progressive

- Three Rounds of Community Consultations
- Hundreds of people and organizations have been part of its development and championing. It is a remarkable example of collaboration and inspiration at its best.
- Developed by York Region communities for York Region communities
- While other Inclusion Charters exist, none exist in this format





# YRP Benefits

- YRPSB Governance Policy
- 2017-2019 Business Plan
- OHRC Charter
- YRP Members
- Internal Support Networks
- CCDI Member Census
- Community Engagement
- Hate Crime Prevention
- CSV Human Rights Classroom







# International Recognition

- The United Nations Institute for Training and Research (UNITAR)
- Participated in the Charter initiative since May 2017
- CIFAL Atlanta is the North American hub of UNITAR
- Leading practice model for globally inclusive communities
- MDIG members now bringing Inclusion for endorsement.
- Development of Action Plan



**unitar**

United Nations Institute for Training and Research



# Thank You



## Questions?