

EXECUTIVE COMMITTEE OF COUNCIL

HIS WORSHIP, THE MAYOR  
AND COUNCILLORS

RE: CITY OF BURNABY EQUITY POLICY

RECOMMENDATION:

1. THAT Council adopt the City of Burnaby Equity Policy in Appendix I.

REPORT

On 1994 March 7 Council referred a draft Equity Policy to the Executive Committee of Council for review. On 1994 May 30, the Executive Committee of Council adopted amendments to the draft Equity Policy which are incorporated into the revised policy in Appendix I.

This revised policy reaffirms City Council's commitment to fairness in employment and to equitable access to City services.

The implementation of this policy will be through existing programs and services, with the responsibility for implementation falling within the mandate of each City department. A staff committee with representation from each department will continue to meet quarterly to facilitate and coordinate implementation strategies. Human Resources will continue to take a leadership role in raising awareness of diversity issues, providing appropriate staff training opportunities and implementing policies that ensure fairness in employment practices.

Adoption of the City of Burnaby Equity Policy will provide a framework to encompass equity issues and establish Council's support for the development of measures to address barriers to City employment and to City services.

Respectfully submitted,

Councillor L. Rankin  
Chair

Councillor D. Corrigan  
Member

Councillor C. Redman  
Member

: COPY - CITY MANAGER
- DIR. ADMIN. & COMM. SERV.
- DIRECTOR FINANCE
- DIR. REC. & CULT. SERV.
- CHAIR EQUITY COMMITTEE
- DIR. PLNG. AND BLDG.

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**CITY OF BURNABY**  
**EQUITY POLICY**

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Burnaby City Council recognizes that the diverse nature of its community is a source of social, cultural and economic enrichment and strength, and that local government is responsible and accountable to its community. The City has established a Multicultural Policy and a Healthy Community Policy to help achieve an environment where all people are treated with dignity and respect and support one another to meet their common needs.

Burnaby City Council reaffirms and is committed to fairness in employment and to equitable access to City services. The City has a duty to its citizens to set a positive example and foster a climate of understanding and mutual respect among employees in the workplace and the community at large.

Burnaby City Council recognizes that individuals, groups and organizations may encounter barriers accessing City employment opportunities and services, and in receiving equal benefit from services provided. Burnaby City Council therefore undertakes to define and implement measures to ensure:

- 1) equality of opportunity in the workplace
- 2) equitable access to City services for all members of the community

May 30, 1994  
Executive Committee of Council