



<b>CHAPTER:</b>	CORPORATE		
<b>SECTION:</b>	GENERAL GOVERNMENT		
<b>SUBJECT:</b>	DIVERSITY		
<b>APPROVED BY:</b>	CAO		
<b>EFFECTIVE DATE:</b>	2010 01 01	<b>REVISION DATE:</b>	2020 06 19

**PURPOSE:**

The City of Abbotsford acknowledges, respects, values and celebrates the diversity of people who make up our community and believes that diversity is our strength. The City strives to ensure that all people have equal rights, opportunities and access to City services, amenities and programs, and encourages the full and active participation of every person in the community.

The City of Abbotsford does not tolerate racism, discrimination or harassment. The City is committed to respecting and upholding the vision and principles of the *Canadian Charter of Rights and Freedoms* and *British Columbia Human Rights Code*.

The City of Abbotsford commits to respecting the fundamental rights, personal worth and human dignity of all members of our community and commits to acknowledging, understanding, accepting, valuing and celebrating differences among people with respect to race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or because that person has been convicted of a criminal or summary conviction offence that is unrelated to the employment or to the intended employment of that person. This commitment helps everyone in Abbotsford to celebrate differences as strengths and embrace the way in which we are interdependent.

The City supports and promotes the breaking down of barriers, deconstructing biases, identifying systemic racism, and fostering and promoting an inclusive, respectful and welcoming environment for all interact with the City of Abbotsford.

**AUTHORITY:**

City Manager

**POLICY:**

The City of Abbotsford commits to:

1. Recognize the diverse nature of our community through demonstrating leadership in diverse and inclusive service delivery;
2. Identify and recognize the barriers of discrimination and disadvantage faced by various groups and individuals in our community and strive to eliminate these barriers;
3. Recognize the importance of engaging and consulting with residents through diverse channels to ensure opportunities for participation in decision-making, such as the development of Municipal bylaws, policies, programs and services, is accessible for all.
4. Ensure that residents of Abbotsford are able to access City departments and staff and take advantage of the services that the City provides for all residents.



The City of Abbotsford is committed to creating an environment of equality and inclusivity for residents. The City supports this policy through its internal Diversity and Inclusion Strategy which addresses internal diversity and inclusion for our workforce and workplace culture, and promotes recognition of diversity throughout the community to support equality for all Abbotsford residents.

