Agenda – Executive Policy Committee – March 19, 2024

BUDGET REVIEW

Item No. 18 Phase 2 and 3 Implementation Plan of the Newcomer Welcome and Inclusion Policy and Strategic Framework

COUNCIL DECISION:

On September 29, 2023, Council concurred in the recommendation of the Executive Policy Committee, which included the following recommendations:

3. That the resource requirements for the Phase 3 Workplan priority activities outlined below be referred to the 2024-2027 multi-year budget process:

    A. One new full time equivalent permanent (FTE) Newcomer Services Coordinator position at an annualized cost of $115,164 beginning in July 2024, to project manage the implementation of the Newcomer Welcome and Inclusion Policy and Strategic Framework (Key Activity 5.1.1).

    B. One new full time equivalent permanent (FTE) Equity, Recruitment, and Retention Specialist position at an annualized cost of $115,164 beginning in July 2024, to develop, implement and maintain a Newcomer Youth Employment Strategy (Key Activity 4.2.1).

    C. Operating funds in the amount of $75,000 annually to support implementation projects and initiatives related to the Newcomer Welcome and Inclusion Policy and Strategic Framework as described throughout the Workplan.

    D. Operating funds in the amount of $100,000 per year to resource the development and delivery of additional phases of mandatory training related to creating a City Without Racism for City supervisors, leaders and employees.

DECISION MAKING HISTORY:

COUNCIL DECISION:

On September 29, 2023, Council concurred in the recommendation of the Executive Policy Committee, and adopted the following:

1. That the Status Update on Phase 2 activities of the Newcomer Welcome and Inclusion Policy and Strategic Framework as included in Attachment 1, be received as information.

2. That the Phase 3 Implementation Priorities and Detailed Work Plan (2023-2027), included in Attachment 3, be approved, subject to the approval of Recommendation 3 A. through 3 D. inclusive – and that this Phase 3 Work Plan be attached to the policy.

3. That the resource requirements for the Phase 3 Workplan priority activities outlined below be referred to the 2024-2027 multi-year budget process:

    A. One new full time equivalent permanent (FTE) Newcomer Services Coordinator position at an annualized cost of $115,164 beginning in July 2024, to project manage the implementation of the Newcomer Welcome and Inclusion Policy and Strategic Framework (Key Activity 5.1.1).

    B. One new full time equivalent permanent (FTE) Equity, Recruitment, and Retention Specialist position at an annualized cost of $115,164 beginning in July 2024, to develop, implement and maintain a Newcomer Youth Employment Strategy (Key Activity 4.2.1).

    C. Operating funds in the amount of $75,000 annually to support implementation projects and initiatives related to the Newcomer Welcome and Inclusion Policy and Strategic Framework as described throughout the Workplan.

    D. Operating funds in the amount of $100,000 per year to resource the development and delivery of additional phases of mandatory training related to creating a City Without Racism for City supervisors, leaders and employees.

4. Subject to the approval of Recommendation 3.A., the Public Service be directed to research and pursue external funding opportunities, including but not limited to other levels of government, to advance the work of the Newcomer Welcome and Inclusion Policy and Strategic Framework.

DECISION MAKING HISTORY (continued):

COUNCIL DECISION (continued):

5. That the Public Service be directed to report back to the Human Rights Committee of Council in the first quarter of 2027 with a status update on the Phase 3 Implementation Priorities and Workplan.

6. That the Proper Officers of the City be authorized to do all things necessary to implement the intent of the foregoing.