

# **Building Internal Corporate Support for Inclusion**



**The City of Red Deer**

# Why Build Support?



- Innovation and Creativity
- Stronger Connection with Community
- Recruitment and Retention
- Employee Satisfaction

# Support from Elected Officials



- Join CCMARD & incorporate into your Strat Plan and guiding documents
- Get involved & take the training
- Support financially
  - WICN
  - Diversity initiatives
- Engage and participate with community
- Improve Relations with First Nations Communities



# Building Support - Internally



- Hire the right people
- Educate
  - Training
  - Lunch & Learns
  - Guest Presentations
- Create champions
- Employee Resource Groups
- Address issues
- Promote
- Communicate



# Challenges



# Moving Forward...



- Role Clarity
- Positive Media Relationships
- Council WIC Relationships
- Better Communication and Engagement



Thank You