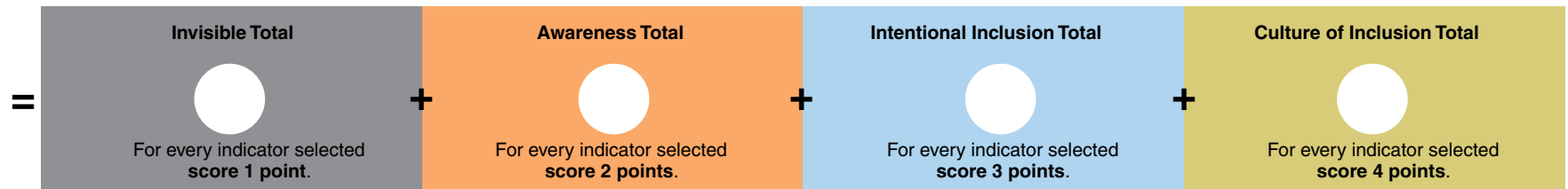


B. Commitment of Resources

Advancing inclusion and equity is made possible when the municipality provides human resources and funding to support the work.

	Invisible	Awareness	Intentional Inclusion	Culture of Inclusion
Staff time	Inclusion work is not part of any staff member's job description	Inclusion-related activities are inconsistent because they are done 'off the side of someone's desk' due to personal passion	Inclusion work is a key part of one or more staff member's job description	Inclusion work is integrated throughout the municipal organization (not siloed in one position or department)
Financial resources	Most elected officials see work on inclusion as pulling resources away from more important municipal services	Staff are reluctant to request resources for inclusion work because they expect management or council will turn down the request	Inclusion work is seen as a good investment and is a regular line item in the municipality's budget	Most elected officials, managers and staff can explain why the municipality continually invests in inclusion work
Adequacy of financial resources	No financial resources have been set aside for inclusion work	Inclusion work is seen as important but very few dollars or staff hours are made available	The municipality provides adequate funding for at least one department's inclusion work, but not enough for all departments	There are sufficient resources in place to ensure that inclusion strategies are fully implemented across of all areas of municipal business
Support within the organization	There are no organized discussions about diversity and inclusion within the municipal government	At least one department considers inclusion work important, but there is little interest by others	Most managers make it a priority that department staff attend inclusion training or be involved in inclusion work	Staff across the organization continually bring forward new ideas on how their department can be more inclusive
Structure to collect input	There are no organized discussions about diversity and inclusion within the municipal government	The municipality has an inclusion committee made up of diverse staff and/or residents, but it has limited resources, power or influence	Municipal funding is provided for an inclusion committee made up of diverse staff and/or residents — with influence over decision-making	The municipality's inclusion committee has sufficient resources and decision-making power and is representative of the diversity of staff/residents



Match your score on the rating scale

