

Culture Strategy

**Presentation to the Diversity, Equity and
Anti-Racism Committee
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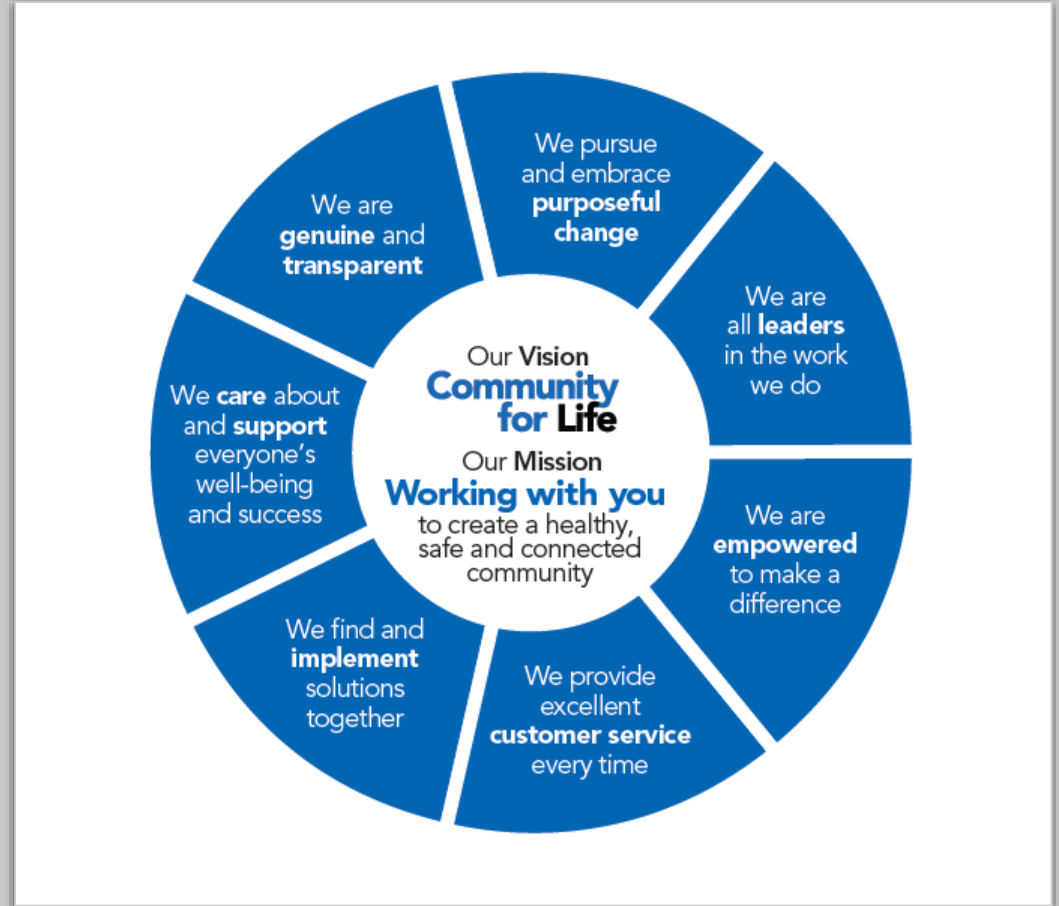
Refreshed Regional Values



- Introduced in November 2017
- Guide behaviours to evolve how we work
- Values are outcomes of the Culture Strategy

Refreshed Culture Strategy

- Influences programs, policies, processes and services
- Provides greater understanding of how organizational planning and strategies must work together to achieve outcomes of 20-year Strategic Plan



Strategic Alignment

The Culture Strategy aligns and supports several organizational strategies and priorities, including:

- Region's 20-year Strategic Plan
- Corporate Social Responsibility Strategy
- Psychological Health and Well-Being
- Diverse and Inclusive Workplace



Diversity & Inclusion Strategy



The Diversity and Inclusion Strategy will support the outcomes of the Region's 20-year Strategic Plan. Key inputs into the development of this strategy include:

- Workforce Census
 - To be administered in May/June 2020
- Employment Systems Review
 - Completed in 2020

The organizational Diversity and Inclusion Strategy will be developed in 2021.

Strategy Approach



Aligning with key Planning efforts and strategies



Communication & Change Management Plan



Focused effort on people-leaders to lead organization

Next Steps



Leverage key strategies and priorities to bring culture change to life



Influence policy, processes, practices and service delivery



Continue to educate staff and build their capacity to shift organizational culture



D & I Strategy presented in 2021 to Diversity, Equity and Anti-Racism Committee for endorsement

Thank You. Questions?

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