

Town of Lanigan

Diversity and Inclusion

Policy And Action Plan

At the Town of Lanigan we are committed to fostering an inclusive environment where all individuals feel heard, valued, respected, and empowered to participate fully. This community inclusion plan outlines our commitment to diversity and outlines procedures to ensure that our programs, activities, and services are accessible to everyone regardless of race, ethnicity, age, ability, gender identity, sexual orientation, health care needs, socioeconomic status, or any other characteristics.



Purpose

The purpose of this policy and action plan is to reaffirm our commitment to equity, diversity, and inclusion; and to create and nurture a diverse and inclusive community that encompasses our legal, moral, and ethical responsibilities.

Policy statement

The Town of Lanigan recognizes the inherent dignity and worth of every individual and is dedicated to promoting a community where diversity is celebrated. We believe that diversity and inclusivity strengthen our community and enhances our collective well-being. We are committed to eliminating barriers and creating opportunities for meaningful participation for all community members, including but not limited to First Nations, senior citizens, citizens with physical and/or intellectual disability, visible minority, people of diverse ethnic or cultural origin, youth, and any vulnerable person/group. This is to ensure everyone is valued equally and can participate fully in all aspects of society.

Objectives

- Raise awareness about the importance of inclusivity and diversity within our community, through brochures, newsletters, websites, local newspaper, and social media, etc.
- Support existing community organizations and projects that empower persons at risk of exclusion.
- Engage the public through the Support to Seniors, Youth Advisory Committee, Intercultural Association, etc. (Organizations to be built)
- Build a diverse, equitable, inclusive, and welcoming community for anyone and all who live, work, visit the Town and the area.

Action Plan

a. Needs Assessment:

- Conduct regular assessments to identify barriers to inclusion.
- Gather feedback from community members regarding their experiences, ideas, and needs.
- Use data to inform decisions and prioritize areas for improvement.
- Conduct research on the existing organizations and projects involved in inclusion.



b. Accessibility Measures:

- Ensure physical spaces, facilities, and technology are accessible to seniors and individuals with disabilities.
- Provide alternative formats for communication and information as needed.
- Ensure information is received and understood.
- Train staff and volunteers for communication and information as needed.
- Train staff and volunteers on accessibility standards and best practices.

c. Outreach and Engagement:

- Develop outreach strategies to reach underrepresented groups in the community.
- Collaborate with community organizations and stakeholders to promote inclusivity.
- Encourage diverse representation in leadership roles and decision-making process.
- Pride Month; Annual International Cultural Festival; My Cultural Story/"We Share It!"(sameness and similarities of cultures, trying to find common ground for cultures) representation in local newspaper, on Town website and/or social media; Annual Food Festival; Culture Workshop; Art Exhibition; Family BBQ/Picnic; Movie Night; Dragon Boat Festival; partnering with organizations like Heritage Association, Lanigan Pirates, Curling Club, Nutrien, BHP, SaskPower.

d. Support Services:

- Offer support services such as language interpretation, transportation assistance, and accommodations for individuals with disabilities.
- Provide resources and information to help individuals navigate services and programs.
- Provide technical assistance when necessary.
- Provide activities venue, funding, human resources, and resources to existing organizations and projects.

e. Monitoring and Evaluation:

- Establish metrics to measure progress towards inclusivity goals.
- Solicit feedback from community members on an ongoing basis.
- Review the action plan regularly to ensure alignment with inclusivity objectives.



Implementation

- Assign responsibility for implementation to designated staff and/or committees.
- Allocate resources and funding to support inclusive initiatives.
- Communicate the community inclusion plan to all stake holders and encourage their participation and support, including Nutrien, BHP, SaskPower, Agventure.
- Fundraise locally, and make application for grant from Ministry of Social Service, Ministry of Immigration and Career Training, Community Living, etc.?
- Build an annual program plan and timetable, along with budget.
- Consider September 30th as a civic holiday to support and recognize Truth and Reconciliation.

Compliance and Accountability

- Monitor compliance with inclusivity policies and procedures.
- Address instances of discrimination, harassment, or exclusion promptly and sensitively.
- Hold staff and volunteers accountable for upholding inclusivity principles.

Review and Revision

- Review the community inclusion plan annually or as needed.
- Consult with community members and stakeholders during the reviewing process.
- Update action plan based on feedback and changing community needs.

Conclusion

At the Town of Lanigan, we believe that everyone has a valuable contribution to making our community better. By implementing this Diversity and Inclusion Policy and Action Plan, we are committed to creating an environment where diversity is embraced, and all individuals can thrive.