



# REPORT

To: Chair and Directors

Report Number: ADM-BRD-035

From: Kelsey Bates, Deputy Corporate Officer

Date: June 16, 2020

**Subject: Anti-Racial Discrimination and Anti-Racism Policy & Amended Staff Code of Conduct**

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The following motion was deferred from the June 11, 2020 Regional Board Meeting and is being presented to the Regional Board for its consideration:

## **RECOMMENDATION #1 (ON THE FLOOR): [Corporate Unweighted]**

RD/20/06/20

MOVED Director Rose, SECONDED Director Bertrand,

That the Regional Board repeal the following policies:

- a) Chairman Title
- b) Interim Social Media Use
- c) Photocopying
- d) Respectful Workplace
- e) Impairment in the Workplace

and adopt the amended Staff Code of Conduct Policy, which addresses expectations on personal social media use, expands on non-compliance, and encompasses the policies listed above for repeal.

*\*Note - the policy proposed for adoption, should this motion be approved, differs from the policy that was attached to the June 11, 2020 agenda slightly; the definition of discrimination has been updated to match the definition suggested by legal and included in the Anti-Racism Policy.*

## **RECOMMENDATION #2: [Corporate Unweighted]**

That the Regional Board adopt the Anti-Racial Discrimination and Anti-Racism Policy, which is intended to demonstrate the Peace River Regional District's (PRRD) commitment to conducting the day-to-day operations and governance in an anti-discriminatory and anti-racist manner and environment.

## **BACKGROUND/RATIONALE:**

At the June 11, 2020 Board Meeting, the Board considered amendments to the Staff Code of Conduct Policy. After some discussion, the following resolution was made:

*MOVED, SECONDED, and CARRIED*

That the Regional Board defer consideration of Resolution No. RD/20/06/20 until such time as it has been provided with an amended version of the Staff Code of Conduct Policy that includes mandatory anti-racial discrimination training for staff.

With legal support, staff have drafted an Anti-Racial Discrimination and Anti-Racism Policy that addresses anti-racism expectations and training to complement the Staff Code of Conduct and the

Directors Code of Conduct, for the Regional Board’s consideration. The definition of discrimination within the Staff Code of Conduct has also been updated to reflect the definition in the Anti-Racial Discrimination and Anti-Racism Policy.

In the attached amended Staff Code of Conduct, new clauses are highlighted in yellow. In the attached policies for repeal, the pieces that are incorporated in the amended Staff Code of Conduct are also highlighted in yellow.

**ALTERNATIVE OPTIONS:**

1. That the Regional Board provide further direction.

**STRATEGIC PLAN RELEVANCE:**

- ☒ Organizational Effectiveness
- ☒ Comprehensive Policy Review

**FINANCIAL CONSIDERATION(S):**

There will be costs associated with training for staff and elected officials, which are undetermined at this time.

**COMMUNICATIONS CONSIDERATION(S):**

If approved, the amended Staff Code of Conduct Policy and the Anti-Racial Discrimination and Anti-Racism Policy will be distributed to staff through internal communication methods. New staff will be required to review the policies as part of the PRRD’s orientation process, and they will receive anti-racism refresher training thereafter.

Elected Officials will be provided with the Anti-Racial Discrimination and Anti-Racism training as part of the orientation process each term.

**OTHER CONSIDERATION(S):**

None at this time.

**Attachments:**

1. Amended Staff Code of Conduct
2. Draft Anti-Racial Discrimination and Anti-Racism Policy

**Attachments for Repeal:**

1. Chairman Title Policy - Original
2. Interim Social Media Use Policy - Original
3. Photocopying Policy - Original
4. Respectful Workplace Policy - Original
5. Impairment in the Workplace Policy - Original