



City of Fort Saskatchewan  
Measuring Municipal Inclusion Audit Results

<b>Area of Focus</b>	April 2019	September 2021	Change in Score (+/-)
A. Leadership	11	13	+2
B. Commitment of Resources	10	13	+3
C. Planning, Implementation & Measurement	10	12	+2
D. Human Resource Policies & Practices	11	13	+2
E. Employee Engagement & Education	10	13	+3
F. Infrastructure & Land Use	12	14	+2
G. Municipal Social Services	11	12	+1
H. Resident Engagement	10	12	+2
I. Economic Development	9	11	+2
J. Emergency & Protective Services	12	13	+1
K. Transit	12	12	0
L. Housing	10	11	+1
<b>Overall Rating</b>	11	13	+2

## Alberta Municipalities Levels of Inclusion

### Invisible (5-6)

There is no recognition of the value that inclusion brings to the municipal organization.

### Awareness (9-11)

There is some effort being made towards diversity, equity and inclusion based on a belief that all people are equal or an understanding of the harmful effects of exclusion. Discrimination is seen as somewhat important to address, but actions taken to address it lack adequate resources.

### Intentional Inclusion (14-16)

We have acknowledged the importance of diversity and inclusion and are taking formal steps to eliminate all forms of discrimination through systematic change. The municipality has made an official statement about the importance of inclusion and diversity, and a structural understanding of inclusion and inequity is being advanced.

### Culture of Inclusion (19-20)

All layers of identity and difference are considered and supported, and systemic processes for maintaining inclusion are fully woven into the municipal organization. Policies, practices and programs continually undergo analysis through an inclusive lens. Inclusion is a way of life and all employees and residents are supported to reach their full potential.