



# Anti-Racism

## Human Resources Policy L17

---

<b>Policy:</b>	L17 – Anti-Racism
<b>Policy Department(s):</b>	Human Resources
<b>Adoption Date:</b>	September 14, 2020
<b>Adoption Reference:</b>	CM20200914.011
<b>Effective Date:</b>	September 14, 2020
<b>Last Amended:</b>	October 25, 2022

---

### Policy Purpose

To identify, challenge, prevent, eliminate and change the values, structures, policies, programs, practices and behaviours that allow racism to be present.

### Policy Statement

The County of Grande Prairie is committed to fostering a workplace where all employees are treated with respect and dignity. The County recognizes the diversity of our community and believes that all members of our community including, but not limited to, residents, Council, employees, volunteers, People of Colour and Indigenous Peoples have the right to live, work, and conduct business in an environment that supports their fundamental rights, personal worth and human dignity.

The County acknowledges and recognizes the existence of racism in our community in all its forms, including Cultural Racism, Environmental Racism, Individual Racism, and Institutional Racism. The County acknowledges its role and responsibility in protecting employee rights to be free from racial discrimination and racism. Any form of racial discrimination or racist behaviours will not be tolerated at the County.

### Definitions

“County” means the municipality of the County of Grande Prairie No. 1 having jurisdiction under the Municipal Government Act and other applicable legislation.

“Cultural Racism” means acceptance by an individual or group of the culture, values and patterns of a different social, religious, language or national character, resulting in the reduction or elimination of opinion and behavioural characteristics of the original individual or group. This can be voluntary or forced.

“Environmental Racism” means a systemic form of racism in which toxic wastes and dangerous and toxic facilities are located into or near marginalized communities, such as People of Colour, Indigenous Peoples, working class, and poor communities, often causing chronic illness and change in their lifestyle due to pollution of lands, air and waterways.



# Anti-Racism

## Human Resources Policy L17

“Indigenous Peoples” means a collective name for the original people of North American and their descendants. The Canadian Constitution recognizes three distinct groups of Indigenous (Aboriginal) peoples: Indians (referred to as First Nations), Métis and Inuit.

“Individual Racism” means racist assumptions, beliefs and behaviours that arise from conscious and unconscious personal prejudice.

“Institutional Racism” (Systemic Discrimination) means discrimination through policies and practices which may appear neutral on the surface, but which have an impact to exclude particular groups. This can occur in policies, practices and procedures that exclude and/or act as barriers to racialized groups.

“People of Colour” means non-white racial or ethnic groups; generally used by racialized peoples as an alternative to the term “visible minority”.

“Racism” means a belief that one group is superior to others performed through any individual action, or institutional practice which treats people differently because of their colour or ethnicity.

## Policy Guidelines

1. This policy applies to all County employees, contractors and volunteers. The County recognizes that having an organization that creates and implements actions to fight Racism for individuals is very important in order to support its employees.
2. The County’s operating principles include creating a work environment that contributes to employee health and well-being. The County will work to identify, discuss and challenge issues of race and color and the impact(s) they have on our organization, systems, and our people. We will also challenge ourselves to understand and correct any inequities we may discover and gain a better understanding of ourselves during this purposeful process.
3. Employees who are found to have discriminated against another individual may be subject to disciplinary action.
4. This policy is not intended to supersede or replace Policy L19 – Respectful Workplace. All employees have a responsibility to treat all complaints under this policy seriously and investigate all complaints of racism and racial discrimination pursuant to the procedure set out in the Policy L19 – Respectful Workplace.

## Attachments

N/A

## References

<b>Legal Authorities</b>	Alberta Human Rights, Citizenship, and Multiculturalism Act
<b>Related Plans, Bylaws, Policies, Etc.</b>	Policy B1 – Policy Development Policy L19 – Respectful Workplace



## Anti-Racism

### Human Resources Policy L17

---

Other	N/A
-------	-----

### Revision History

Review Date	Description
October 25, 2022	Reviewed and Amended – CM20221025.006
September 14, 2020	Adoption Date CM20200914.011