



Report Number: EC2025-0310

Meeting: Executive Committee

Meeting Date: 2025 March 11

NOTICE OF MOTION

RE: Inclusive Hiring: Reducing Barriers to Recruitment and Employment

Sponsoring Councillor(s): Penner

WHEREAS The City celebrates a diverse workplace because it makes our organization stronger and better equipped to serve Calgarians; and we are always looking at ways to reduce barriers. This supports The City's common purpose of making Calgary a great place to live and work;

AND WHEREAS The City of Calgary has committed to creating a workplace that fosters inclusion and belonging and continuously strives to reduce barriers to recruitment and employment;

AND WHEREAS Persons with disabilities who are part of work environments help contribute to cultures of inclusion and belonging;

AND WHEREAS Disabilities is a broad term that encompasses both physical and cognitive disabilities which may including visual or hearing impairments or neurodiverse conditions, and developmental delays from birth or resulting from illness, but are not limited to these areas;

AND WHEREAS The City of Calgary has endorsed the United Nations Convention on the Rights of Persons with Disabilities (CPRD) as per its Corporate Accessibility Policy;

AND WHEREAS The foundational principle of the CRPD is to remove barriers that hinder the full and effective participation of persons with disabilities in society on an equal basis with others;

AND WHEREAS The City's Corporate Employee Survey Inclusion Index has persistently ranked at the lower end of its 14 index measures with 9% of City employees reporting that they identify as a person with a disability;

AND WHEREAS Approximately 80% of Calgarians with intellectual disabilities are unemployed;

AND WHEREAS A number of disabilities serving organizations can both inform and help place employees to support an inclusive hiring environment; and

AND WHEREAS The People, Innovation & Collaboration Services department Briefing of March 19, 2024 on Inclusive Hiring – Supporting Individuals with Intellectual and Development Disabilities articulated The City's commitment to work with partners in the disability serving sector toward reducing barriers to recruitment and employment at The City for persons with disabilities.

NOW THEREFORE BE IT RESOLVED That Council direct Administration to convene partners and parties working in the disability serving sector, including the City's Advisory Committee on Accessibility, inclusive hiring organizations, and others to work toward a pilot and framework that articulates how The City is intentionally reducing barriers to recruitment and employment for persons with disabilities.

NOTICE OF MOTION

And further be it resolved that Administration report back on the pilot and framework through Executive Committee starting in Q2 2026.

Attachments:

1. Notice of Moton Checklist
2. Briefing – C2024-0399