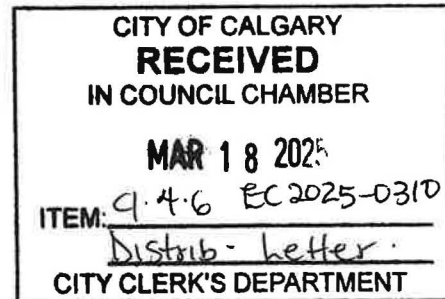


Inclusion Alberta

Supporting children and adults with intellectual disability for 60+ years

March 6, 2025

The Honorable Mayor Jyoti Gondek
and Members of City Council
City of Calgary
P.O. Box 2100, Station M
Calgary, AB T2P 2M5



Re: Inclusive Hiring Notice of Motion

We are writing to you on behalf of the thousands of Calgarians with an intellectual disability and their families who rely upon Inclusion Alberta to represent their interests and desire for a meaningful and inclusive life to support this Motion. Inclusion Alberta is the only provincial organization that represents children and adults with an intellectual disability and their families. We were founded by families in 1956 and remain family governed, inclusive of persons with an intellectual disability to this day.

Inclusion Alberta has a proven track record in creating inclusive employment for individuals with intellectual disabilities that stretches back over 30 years. We successfully partner with a wide array of Calgary organizations and businesses, including Calgary Rotary Clubs and Rotarians, Calgary post-secondary institutions and businesses to create and sustain jobs for Calgarians with an intellectual disability. Some of our Calgary business partners who have become inclusive employers are ATCO, Pembina Pipelines, UFA, ATB Financial, Arts Commons, Glencoe Golf & Country Club and ATS Traffic. This is not an exhaustive list and only meant to illustrate the breadth of Calgary enterprises that work with us to hire persons with intellectual disabilities.

Calgary Public Library, in an ongoing partnership with Inclusion Alberta, has to-date employed 14 persons with an intellectual disability at libraries across the City. The Calgary Public Library can testify to the fact that employing persons with an intellectual disability has been of benefit not just to these employees but to the entirety of their workforce and a benefit to library patrons. The same can be said of the many Calgary businesses that partner with us to create jobs for persons with an intellectual disability. We are pleased that the Calgary Public Zoo has recently begun to partner with us and has hired their first employee as of September 2024.

All these Calgary employers are not just changing individual lives but helping to reduce an unemployment rate for persons with intellectual disabilities that approaches 80%; that not just impoverishes people economically, but the very meaning of their lives given their marginalization and isolation. This cannot change without the engagement of more willing and committed partners.

Since 2013 Inclusion Alberta has been in discussion with the City to become an inclusive employer of persons with an intellectual disability. It has now been a year since the People Innovations and Collaboration Services Briefing of March 19, 2024, on Inclusive Hiring – Supporting Individuals with Intellectual and Developmental Disabilities



Supporting children and adults with an intellectual disability for 60+ years

articulated the City's commitment to partner with Inclusion Alberta. The City has always expressed positive interest over the years in partnering with us, but to date no action has been taken and a first hire has yet to occur.

Inclusion Alberta has partnered with other Alberta municipalities to enable them to employ persons with an intellectual disability and we know Calgarians with an intellectual disability and their families would greatly appreciate their City becoming our next partner. Calgarians with intellectual disabilities want to be proud members of the City's workforce, contributing to the City and serving the public.

As such, we urge the City, to the strongest degree possible, to initiate this long agreed to partnership and support this Motion.

Sincerely,

A handwritten signature in black ink that reads "Monica Braat".

Monica Braat
President
Inclusion Alberta

A handwritten signature in black ink that reads "Elaine A Lupul".

Elaine Lupul
Treasurer
Inclusion Calgary Board of Directors