

Equity, Diversity, Inclusion and Belonging Workplans Audit

PURPOSE

The purpose of this report is to communicate the outcome of the Equity, Diversity, Inclusion and Belonging Audit, including Administration's response and corrective actions.

PREVIOUS COUNCIL DIRECTION

Bylaw 30M2004 (as amended) established the position of City Auditor and the powers, duties, and functions of the position. In accordance with Bylaw 30M2004 (as amended), the City Auditor reports the outcome of all audits to the Audit Committee (including Administration's response and corrective actions to be taken in regard to specific recommendations). The City Auditor is accountable to Council and subject to the oversight of Audit Committee under Bylaw 33M2020.

RECOMMENDATIONS:

That the Audit Committee:

1. Receive this report for the Corporate Record; and
2. Recommend that Council receive this report for the Corporate Record.

RECOMMENDATIONS OF THE AUDIT COMMITTEE, 2025 NOVEMBER 20:

That Council receive this report for the Corporate Record.

HIGHLIGHTS

- What does this mean to Calgarians? The City Auditor's Office provides independent and objective audit assurance services to add value to The City of Calgary and enhance public trust.
- Why does it matter? Effective development and implementation of Equity, Diversity, Inclusion and Belonging workplans is critical to operationalizing the City's Equity, Diversity, Inclusion and Belonging Corporate Framework and Strategy and advancing its vision of fostering a safe and inclusive public service, environment where employees with diverse backgrounds, varied perspectives, skills and experiences can collaborate to deliver exceptional public service and making The City an employer of choice.

RISK

Recommendations in this audit report support Administration in their on-going mitigation activities related to the Employee Experience Principal Corporate Risk.

ATTACHMENTS

1. Equity, Diversity, Inclusion and Belonging Workplans Audit – AC2025-0986 ATT

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DEPARTMENT CIRCULATION

Name	Title, Department or Business Unit	Approve/Consult/Inform
Liz Ormsby	City Auditor	Approve
David Duckworth	Chief Administrative Officer	Inform
Les Tochor	Chief Financial Officer	Inform
Chris Arthurs	General Manager, People, Innovation, and Collaboration Services	Inform
Gregory Juliano	Chief Human Resources Officer	Inform
Denise Morrell	Manager, Strategic Services, Human Resources	Inform
Amber Northcut	Leader, Human Resources	Inform

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