

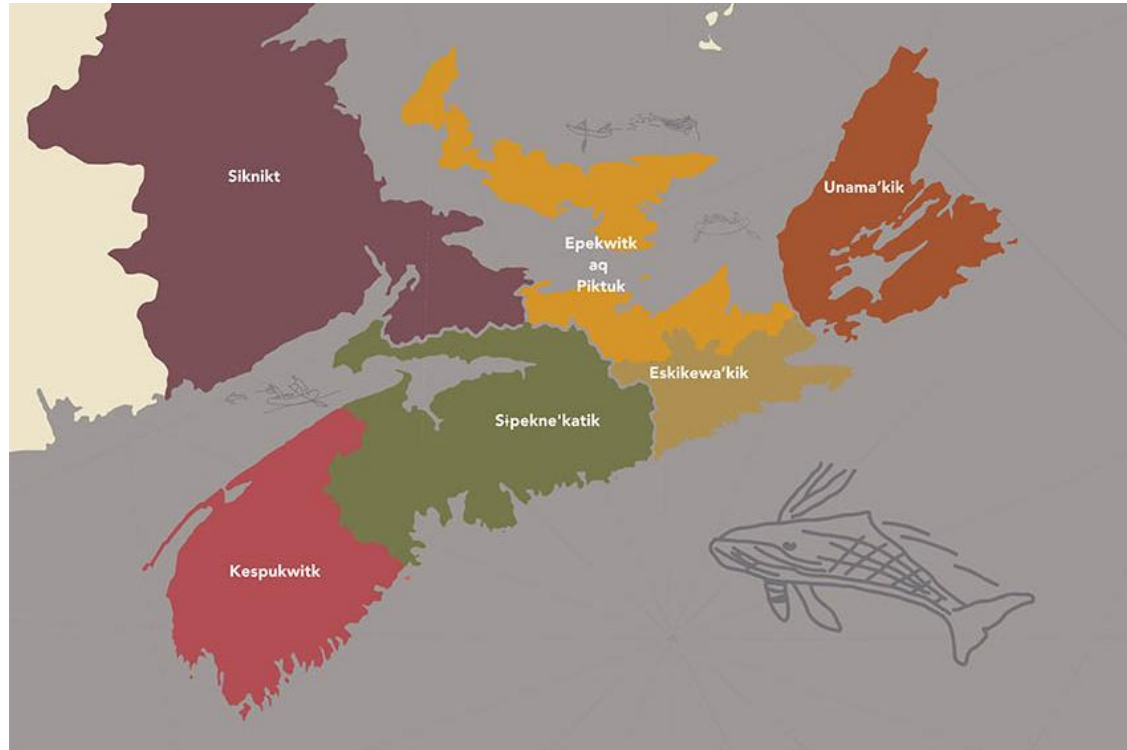
# Practical Approaches to Inclusivity:

## Municipal Policies at Work

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# Acknowledgements



*Map courtesy of Parks Canada*



# Topics

- Truth Telling
- Community Consultation & Co-creation
- Inclusive Policies
- Representation
- Celebration of Diversity
- Adequate Resourcing



# First things first....

- Nice vs. Kind
- Impact over intent
- Tell the truth

# Community Consultation & Co-creation

- Absence of community perpetuates harm, social exclusion and marginalization
  - When you aren't intentionally including, you're likely unintentionally excluding.
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# Inclusive Policy Review

- Equity & Inclusion Audit
- Stakeholder Engagement
- Plain Language Review
- Leadership Involvement and Training



# Representation

- Municipalities have dual roles
  - Employers & Stewards of Public Good
- Can & should be representative at all levels
  - Council, Staff & Citizen Appointments
- Tips and tricks for hiring and elections



# Celebration of Diversity

- Opportunity to affirm commitment to belonging
- Must be authentic & meaningful
- Can't be done in isolation
- Centered lived-experience and ideally led by community.





# Resourcing

- Warren Buffett
- Meaningful change requires time and money
- Justice and belonging work IS health and safety work.
- Its worth it!



**Wela'lioq. Thank you. Merci.**



**MUNICIPALITY *of the***  
**COUNTY *of* KINGS**