

Diversity and Inclusion in Municipalities



Strategies to increase representation

Kenisha Gordon, Diversity Specialist
Nova Scotia Federation of Municipalities
Spring Conference
May 6, 2022



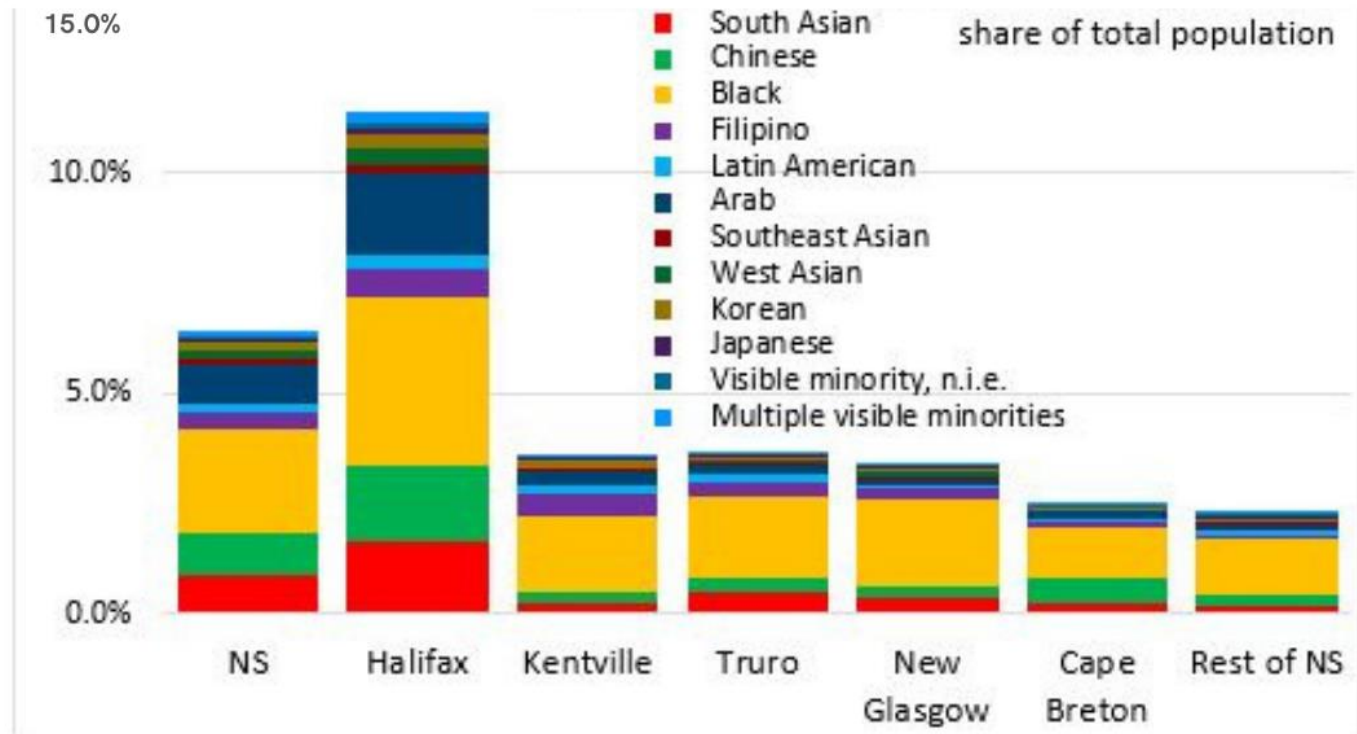
MUNICIPALITY *of the*
COUNTY *of* KINGS

Diversity

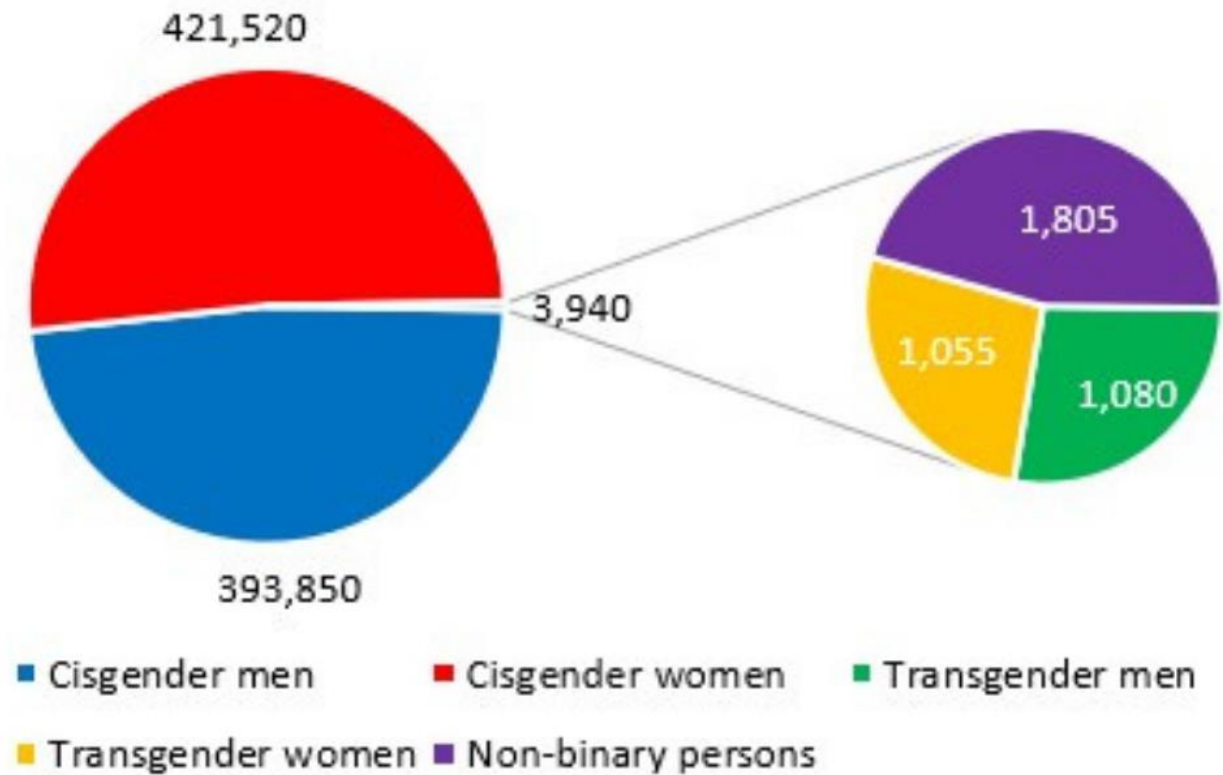


Nova Scotia ethnocultural diversity, 2016

Source: Finance and Treasury Board, NS



NOVA Scotia gender diversity

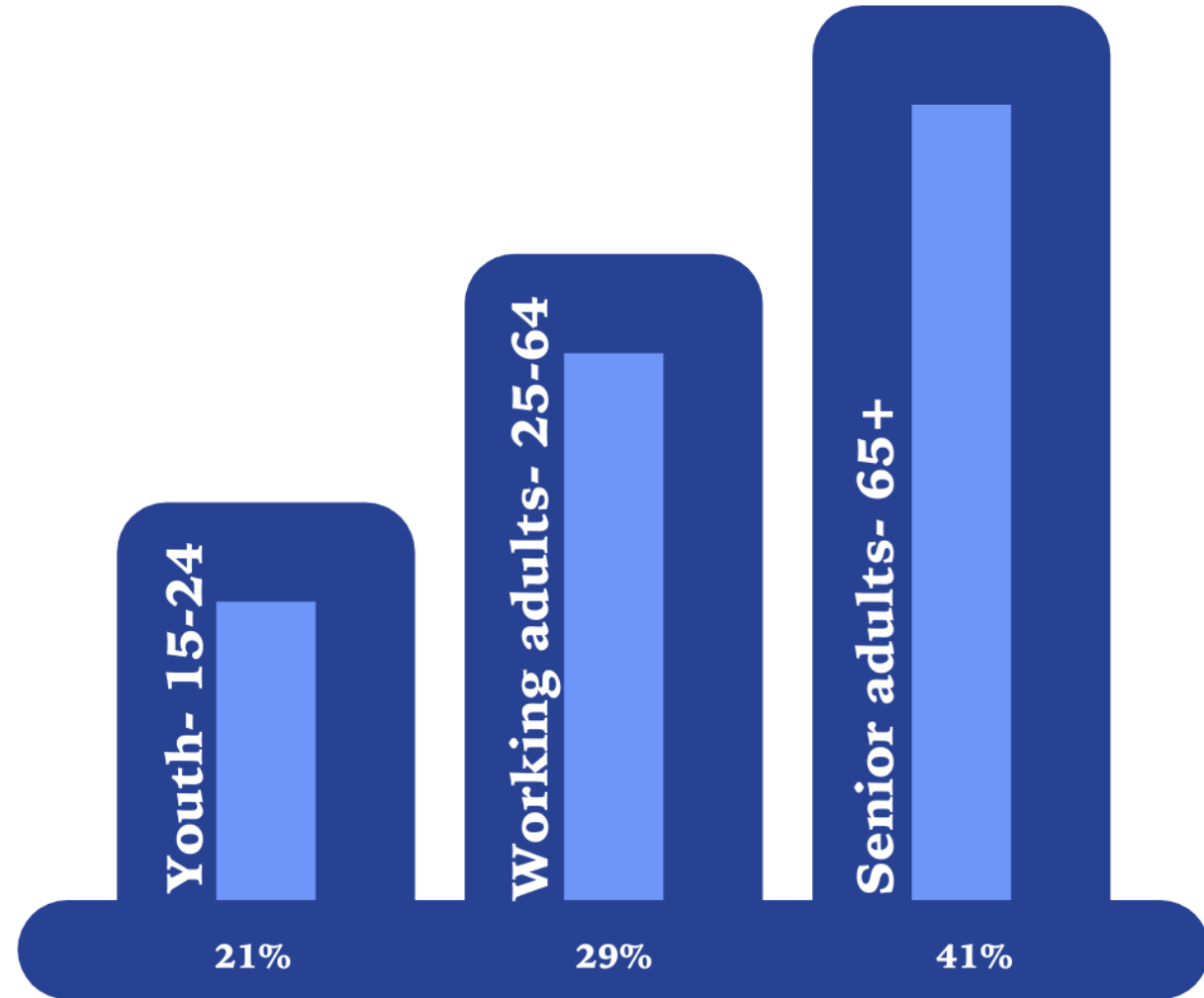


Source: NS 2021 population by gender, Finance Treasury Board, NS



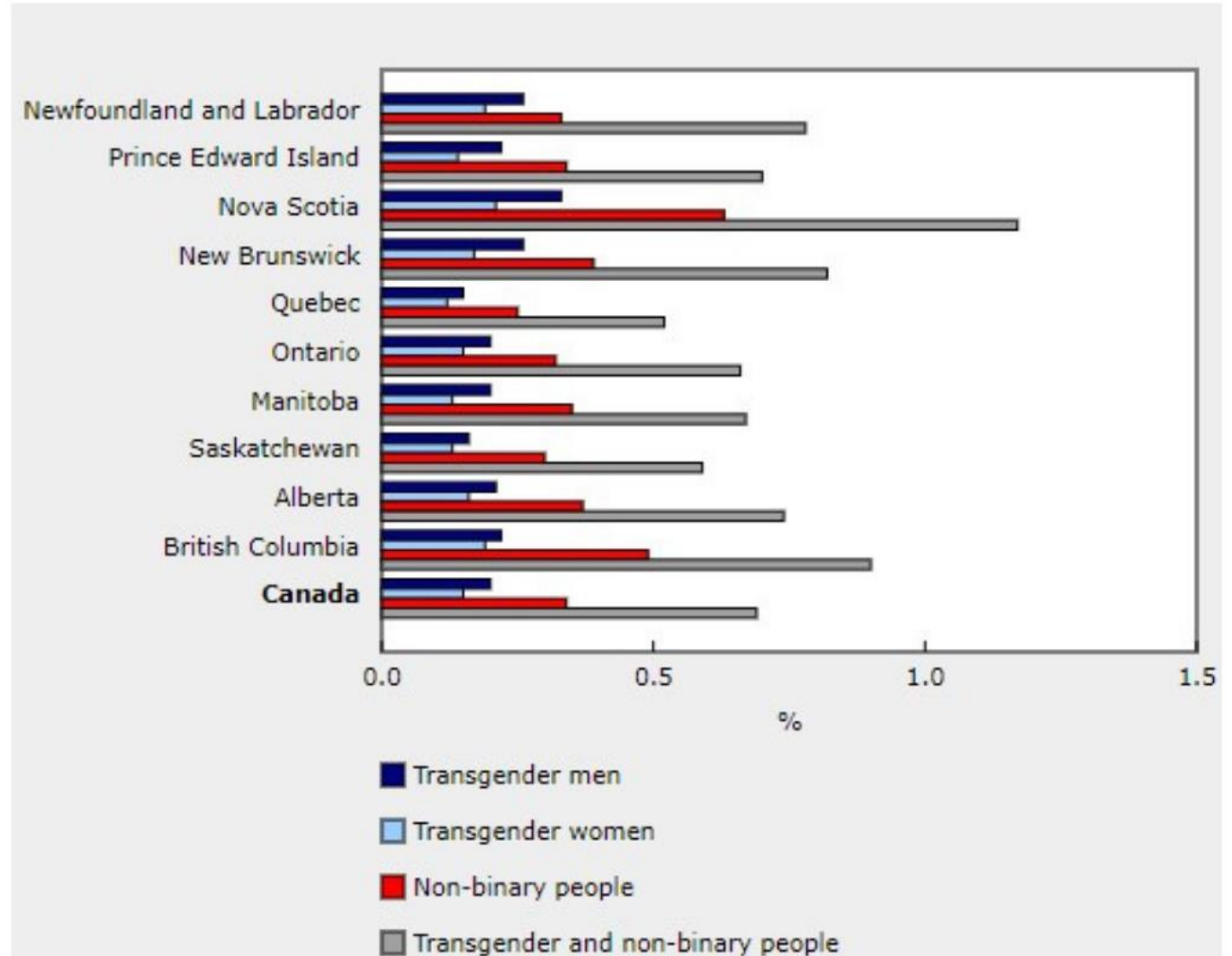
Disability continuum in Nova Scotia

Source: Canadian Survey on Disability, 2017, Statistics Canada



Canada gender diversity

Source: Census of population, 2021, Statistics Canada





Source: Kenisha Gordon



Strategies to increase diverse representation

D&I council



Strategies to increase diverse representation cont'd



Strategies to increase diverse representation cont'd



Strategies to increase diverse representation cont'd

**Identify
needs**



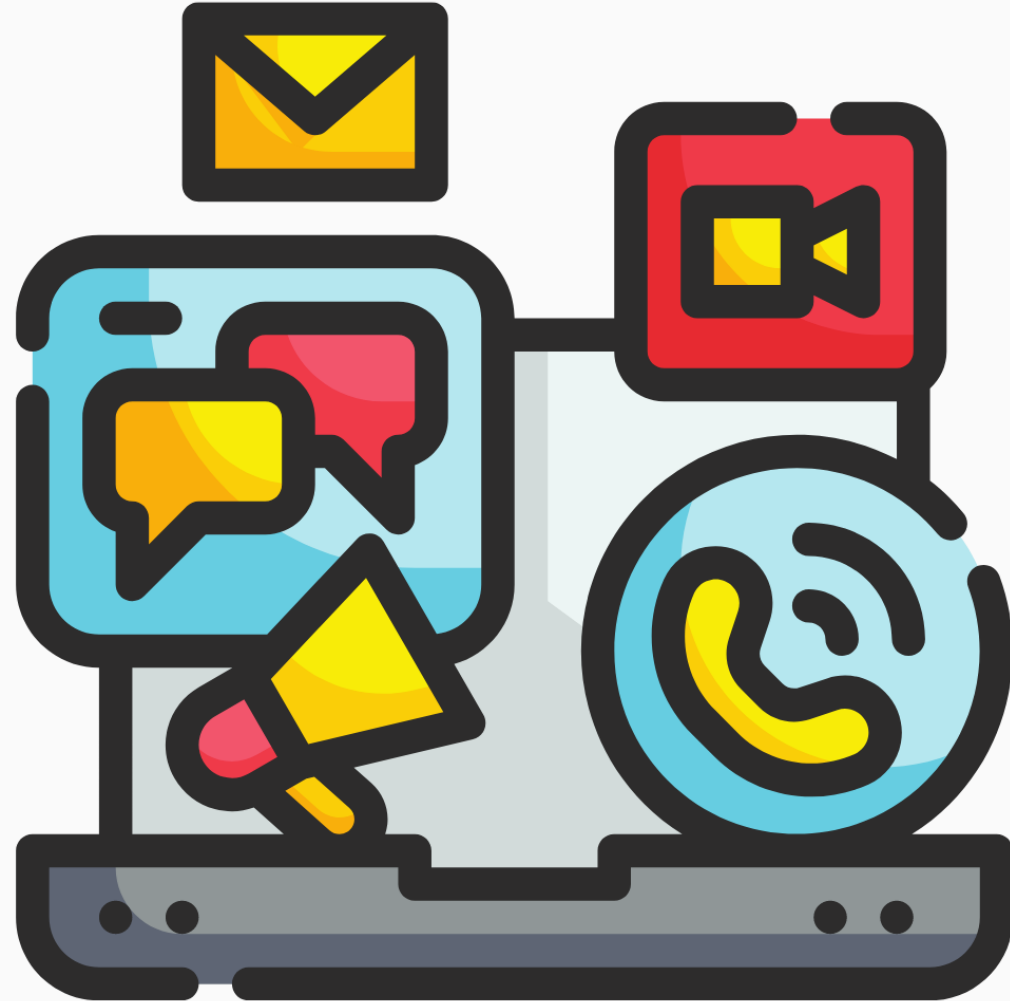
Strategies to increase diverse representation cont'd

**Set
goals**



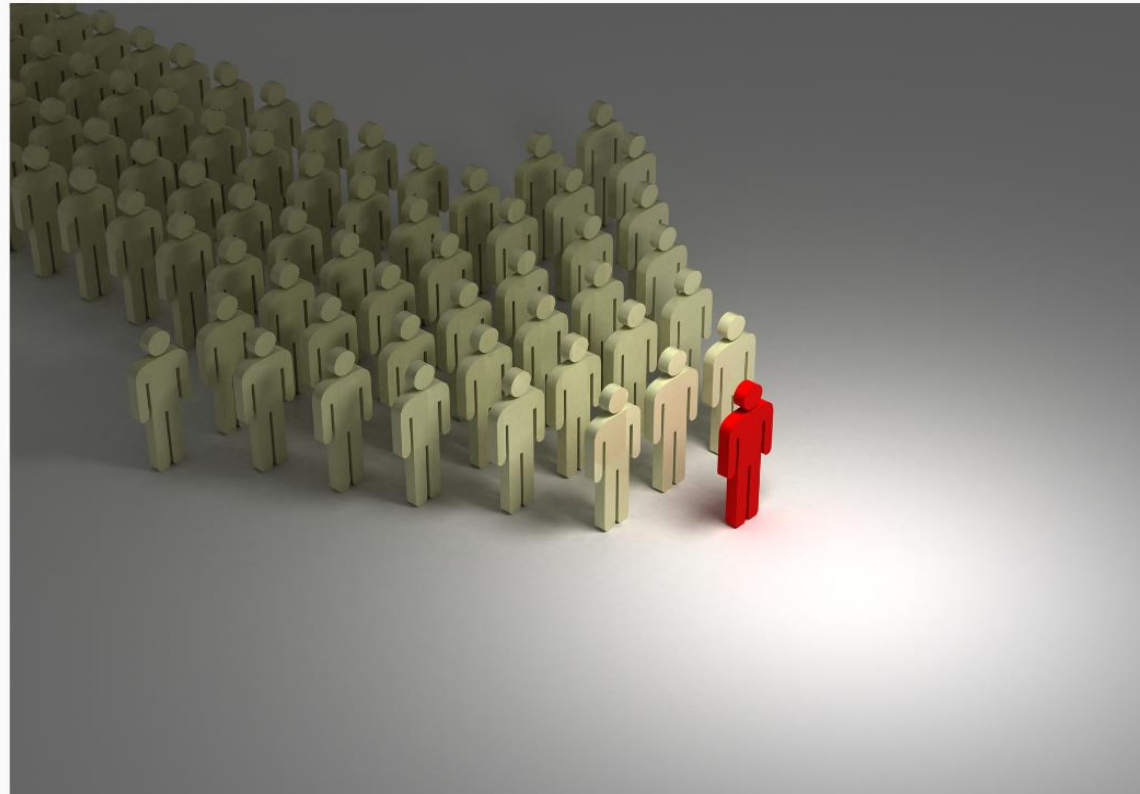
Strategies to increase diverse representation cont'd

**Keep
team
updated**



Strategies to increase diverse representation cont'd

**Conduct
leadership
meeting to
secure
commitment**



Strategies to increase diverse representation cont'd

Create D&I Action Plan



Strategies to increase diverse representation cont'd

**Get to
work**



Strategies to increase diverse representation cont'd

**Evaluate
and
refresh**



**Happy
to answer
questions**



Stay in touch



kgordon@countyofkings.ca



countyofkings.ca/diversity



902-599-2442



902-690-6106



Kenisha Gordon
Diversity Specialist



**Enjoy
the weather**

