

# We All Live Here:

## Toward Diversity, Inclusion and Engagement in Municipal Decision-Making

“When municipalities listen to and work alongside, communities can harness energy and resources to make lasting change possible”



- City for All Women (CAWI), Ottawa

### Prioritizing equity & diversity improves:

#### Perspective

Not everyone experiences life the same way.



*Same Environment.  
Same Expectations.  
Different Reality.*

#### Consultation

Support people living in poverty to participate in solving community problems.

Prioritize qualified applicants from underrepresented groups for municipal committees.

#### Understanding



Regularly acknowledge that poverty affects us all. We are all entitled to both shape and access municipal services.

#### Accountability

Strong relationships between municipal government and community are built on trust. Bringing people with lived experience into council decisions (formally or informally) supports these relationships.

Transparent municipal processes help residents understand why decisions are made, and show how consultation feedback is used.

#### Representation

*Ontario municipal councillors are on average older, more male, higher income and have more education than typical rural communities.*



We need elected officials who will work hard to make sure that council decisions reflect diverse voices in our community.

### Did you know..?

Ensuring formal opportunities to recognize and consult with people with diverse lived experiences builds stronger communities?

