

UNESCO Coalition of Inclusive Municipalities

City of Fredericton — 2025 Highlights

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UNESCO Coalition of Inclusive Municipalities 2025 Progress Report – Fredericton

This presentation provides a high-level overview of Fredericton's 2025 progress under the UNESCO Coalition of Inclusive Municipalities, highlighting key initiatives, partnerships, and impacts.



2025 at a Glance

City-wide inclusion in action

- Inclusion embedded across departments
- Focus on:
 - Reconciliation
 - Equitable access
 - Inclusive employment
 - Community participation
- Strong partnerships with community organizations



Civic Leadership & Community Engagement

Building trust and visibility

- Over 20 proclamations and 40 flag raisings
- Recognition of community leaders and volunteers
- Participation in public celebrations of cultural diversity
- Sidewalk painting recognizing 2SLGBTQIA+ and Indigenous communities



Reconciliation in Practice

Partnership with Sitansisk

- Sanitary Sewer Trunk Replacement Project
- Over 20 years of engagement
- 94% community approval via referendum
- Transfer of ~88 acres of land to support future housing and growth



Inclusive Employment & Policing

Addressing systemic barriers

➤ **Fredericton Police Force**

- EDI training
- Engagement on MMIWG response planning
- Partnerships with Indigenous organizations

➤ **Human Resources**

- EQUIP Project: hired 4 neurodivergent employees
- DEI review of HR policies
- Equitable recruitment training for hiring managers



Recreation, Culture & Public Spaces

Recreation for All

- Recreation & Leisure Master Plan adopted
- Inclusive park upgrades:
 - Killarney Lake (adaptive trails)
 - Clayton & Downing Parks
 - Garrison Plaza



Recreation, Culture & Public Spaces

Recreation for All

- Anti-racism and EDI training for frontline recreation staff

Equity impact:

- Accessible, affordable, and welcoming public spaces



Reducing Barriers to Participation

Community Inclusion & Equity Programs

- Transit Fare Assistance Program
- Community Inclusion Grant
- Inclusion Lens (3-tier assessment tool)



Reducing Barriers to Participation

Community Inclusion & Equity Programs

- Annual DEIB Symposium
- Anti-Racism Action Plan including new Youth Microgrants
- Workplace Inclusion Charter (launching 2026)



Impact Summary

What this means for Fredericton

- Reduced barriers to services and participation
- Stronger relationships with Indigenous and equity-seeking communities
- More inclusive hiring and service delivery
- Youth and residents actively shaping solutions



Looking Ahead (2026+)

Next priorities

- Deepen reconciliation efforts
- Expand inclusive hiring and accessibility initiatives
- Finalize and roll out the Inclusion Lens
- Launch the Workplace Inclusion Charter
- Strengthen youth and newcomer engagement



THANK YOU/ MERCI/ WOLIWON



Fredericton