

Fredericton

UNESCO Coalition of Inclusive Municipalities Report – 2025

Municipality Name: Fredericton, NB

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Fredericton is situated on the traditional homeland of the Wolastoqey Nation, part of the Wabanaki Confederacy. The city has worked closely with Sitansisk (St. Mary's First Nation), which is uniquely located within Fredericton's boundaries. Fredericton's proximity to Sitansisk allows for a rare and direct partnership, strengthening the city's commitment to Indigenous reconciliation.

The City of Fredericton works closely with many local non-profits and government agencies – this results in partnerships in delivering inclusion and DEIB education events, immigration settlement and retention services, affordable housing, poverty reduction, and employment training initiatives.

A. 2025 Highlights

Community Engagement and Inclusive Representation

Partners: Community organizations, residents, volunteers, City departments

Description:

In 2025, the City of Fredericton continued its commitment to building an inclusive and welcoming community through a variety of civic engagement initiatives led by the Mayor, Deputy Mayor, and Councilors. These included flag raisings, proclamations, recognition

awards, sidewalk painting, and attendance at community events that celebrate cultural diversity, inclusion, and community pride.

The Mayor and Council's participation in these events strengthens trust between the municipality and residents, promotes visibility for diverse communities, and ensures the City remains responsive to emerging social needs.

Outcomes / Metrics:

- Over 20 proclamations and approximately 40 flag raisings conducted in 2025.
- Partnership with the Fredericton Public Library to bring the "Refugee Journey to Canada" exhibit to the community.
- Participation in numerous cultural and community events across the city.
- Painted sidewalks to celebrate the 2SLGBTQIA+ community and the Indigenous community.
- Recognition of local volunteers and organizations for outstanding community service.

Equity Impact:

The Mayor and Council's active engagement in civic and cultural events contributes to a more inclusive community by:

- Fostering a sense of belonging and community pride.
- Promoting understanding of diverse cultures, histories, and lived experiences.
- Encouraging sharing of best practices between communities and City departments.
- Building mutual respect and trust between residents and local government.

Ongoing Initiatives:

These activities are conducted annually and form a cornerstone of the City's ongoing commitment to inclusive representation and civic engagement.

B. 2025 Departmental Contributions

1. Fredericton Police Force – Equity, Diversity, and Inclusion Initiatives

In 2025, the Fredericton Police Force (FPF) expanded its work in equity, diversity, and inclusion through both training and community partnership activities.

Highlights:

- Members of the Integrated Community Services (ICS) Team attended a meeting on Missing and Murdered Indigenous Women and Girls (MMIWG) Emergency Response Planning, hosted by the Indigenous Women of the Wabanaki Territories. The session brought together service providers, government, and police to identify systemic barriers and strengthen collective responses.
- FPF members also met with representatives from the Wolastoqey Tribal Council Inc. to learn about the Indigenous Court Worker and Gladue Programs. This dialogue fostered an ongoing partnership focused on addressing systemic challenges faced by Indigenous peoples in the criminal justice system.
- Continued Equity, Diversity and Inclusion (EDI) training and participation in community education efforts to strengthen trust, build awareness, and promote equitable policing practices.

Equity Impact:

These activities enhance understanding of Indigenous experiences and strengthen cross-sector relationships, supporting reconciliation and culturally informed policing in Fredericton.

2. Human Resources – EQUIP Project and Inclusive Employment

In partnership with the Office of Community Inclusion, the City's Human Resources team advanced its efforts toward inclusive employment through the Empowering Qualified Underrepresented Individuals in Professions (EQUIP) project, which focuses on creating equitable workplace opportunities.

Highlights:

- The City hired four part-time neurodivergent employees as part of EQUIP in 2025.
- Each employee is supported with customized skill development plans tailored to their strengths and backgrounds.
- The City was [featured](#) by Inclusion NB for its leadership in inclusive hiring practices.

Additional Anti-Racism & DEI Work:

- All HR policies and procedures were reviewed by Crayon Strategies using a DEI lens, with the goal of identifying systemic barriers and strengthening equity within recruitment and workplace practices.
- The City engaged an external Diversity, Equity, Inclusion and Belonging (DEIB) consultant to help establish an internal DEIB framework and guide the development of a new, more equitable recruitment model.
- City hiring managers participated in an Equitable Recruitment Workshop delivered by P4G, covering key areas such as understanding bias, creating inclusive job descriptions, diverse sourcing strategies, accessible interviewing techniques, and improving inclusive metrics.

Equity Impact:

This work strengthens the City's commitment to removing systemic barriers in municipal hiring, ensuring that recruitment, selection, and workplace policies support diverse applicants and create a more inclusive and representative workforce.

3. First Nation Relations and Reconciliation Efforts

The City of Fredericton continued to strengthen its relationship with Sitsansisk (St. Mary's First Nation) and other Wolastoqey communities through partnership, open communication, and shared commitment to reconciliation.

Highlights:

- Continued collaboration with Sitansisk on the Sanitary Sewer Trunk Replacement Project, a long-term infrastructure initiative rooted in dialogue and cooperation.
- The project represents over two decades of engagement and was approved through a community referendum in 2024, with 94% of members voting in support.
- Construction began in July 2025 and was completed in October 2025.
- The agreement includes the transfer of approximately 88 acres of land to Sitansisk, supporting community growth and future housing development.

Equity Impact:

This partnership demonstrates how trust, collaboration, and transparent communication can advance reconciliation in practical and lasting ways. The project strengthens municipal–Indigenous relationships, supports infrastructure renewal, and provides land for affordable housing and community needs.

Ongoing Initiatives:

The City continues to work with Sitansisk and the broader Wolastoqey Nation to explore new opportunities for collaboration, mutual learning, and cultural recognition through events, consultation, and shared projects that promote inclusion and understanding.

4. Recreation, Tourism, and Culture – Community Connection and Inclusion

In 2025, the City of Fredericton advanced its commitment to inclusive and accessible recreation through the adoption of a new Recreation & Leisure Master Plan and several major park development projects.

Highlights:

- Recreation & Leisure Master Plan (Adopted February 2025): The Plan was developed through the City’s most extensive public engagement process to date and emphasizes Recreation for All as a guiding principle. It sets a clear vision for equitable access

- to recreation, ensuring facilities and programs are inclusive, affordable, and reflective of community needs.
- Killarney Lake Park Projects: Construction began on new amenities designed with accessibility and inclusion in mind, including the Natural Playpark, Championship Disc Golf Course, and Mountain Bike Trail Network with adaptive trails. Input was gathered from Ability NB, ParaSport NB, Sitansisk (St. Mary's First Nation), and City advisory committees.
 - Neighbourhood Park Renewals: Redevelopment of Clayton Park and Downing Park includes accessible pathways, inclusive play structures, shaded seating, and barrier-free parking—enhancing safety and usability for all residents.
 - Garrison Plaza Development: The Garrison Plaza is under construction comprising an inclusive, multi-generational public space featuring sensory play elements, tactile surfaces, shaded seating, ramps, and a pétanque court.
 - The Recreation Department delivered Equity, Diversity, Inclusion, and Anti-Racism training to its summer student staff to strengthen inclusive service delivery. The interactive workshop equipped frontline staff with practical skills to support diverse participants, respond to community needs with cultural awareness, and contribute to welcoming, safe recreation environments.

Equity Impact:

These initiatives demonstrate Fredericton's commitment to Recreation for All by integrating inclusion, accessibility, and community engagement into every stage of planning and design, while also strengthening staff capacity through EDI and Anti-Racism training. This dual approach ensures that both the City's recreation spaces and its frontline service delivery are welcoming, culturally informed, and responsive to the diverse needs of the community.

Ongoing Initiatives:

Implementation of the Recreation & Leisure Master Plan continues, with future work focused on expanding adaptive recreation options and ensuring universal accessibility across City parks and facilities.

5. Housing and Community Development – Affordable Housing Initiatives

Highlights:

- Provided grant funding to assist community housing organizations and projects.
- Acquired and provided City-owned land for affordable housing.

Equity Impact:

These initiatives support improved access to affordable housing, strengthen community capacity, and help address barriers faced by residents experiencing housing insecurity.

6. Community Inclusion and Equity Programs

In 2025, the City of Fredericton's Office of Community Inclusion continued to strengthen its commitment to equity, access, and inclusion through the implementation of the [Anti-Racism Action Plan](#) and through several community-focused programs.

Highlights:

- **Transit Fare Assistance Program (on-going)**
The City continued to offer transit fare assistance to ensure equitable access to transportation for residents facing financial barriers. This initiative helps remove cost as an obstacle to participation in employment, education, and community life, supporting inclusion and mobility across all demographics.
- **Annual DEIB Symposium**
Each year, the City of Fredericton supports and participates in the Diversity, Equity, Inclusion, and Belonging (DEIB) Symposium, hosted in partnership with Greater Fredericton Social Innovation. The symposium brings together municipal staff, community organizations, and sector partners to deepen understanding of equity and anti-racism, share promising practices, and strengthen local collaboration. In 2025, City staff attended sessions focused on inclusive service delivery, organizational change, and addressing systemic barriers. The event continues to be an important platform for learning,

relationship-building, and advancing the City's commitments under the Anti-Racism Action Plan.

- **Workplace Inclusion Charter (WIC)**

Working in partnership with the Capital Region Integration Network (CRIN), the City continued development of the Workplace Inclusion Charter—a regional initiative designed to help employers strengthen equity, accessibility, and inclusive workplace practices. The Charter includes a declaration of shared principles, a set of flexible commitments, and practical tools and resources to support implementation. Over 25 local businesses and organizations are contributing to the development of the Charter to ensure it reflects Fredericton's unique workforce needs. This work directly aligns with the Anti-Racism Action Plan, which calls for reducing systemic barriers within recruitment and workplace culture. The Charter is designed to be simple, cost-effective, and adaptable for workplaces of all sizes, with launch planned for March 2026.

- **Inclusion Lens – 3-Tier Assessment Tool**

In 2025, the City developed a preliminary corporate Inclusion Lens, a tool designed to help staff plan programs, services, policies, and events more inclusively. Originally developed in partnership with the Greater Fredericton Social Innovation project team, the tool was refined this year based on [York University's Inclusion Lens: Event Management Tool](#), along with extensive staff feedback and re-structured into a three-tier system to better match the diverse scale of municipal projects. The Inclusion Lens now includes:

- Tier 1: Quick Checklist for small events and internal projects
- Tier 2: Standard Assessment for medium-sized projects, community-facing programs, or hiring
- Tier 3: Comprehensive Tool for major policies, capital projects, and cross-departmental initiatives

Tier 1 and Tier 2 versions were shared with multiple departments in 2025, with staff encouraged to use the tool and provide feedback. This pilot stage will inform revisions, training development, wider rollout, and ongoing annual review. The long-term goal is to strengthen equitable decision-making by

making inclusion a built-in part of municipal operations rather than an afterthought.

- **Community Inclusion Grant:**

The *Community Inclusion Grant* continued to support small-scale community events and programs that promote diversity, inclusion, and belonging. Funding is provided to local groups and organizations to help deliver cultural celebrations, awareness campaigns, and initiatives that reduce barriers to participation.

- **Anti-Racism Youth Microgrants (New in 2025):**

Launched in 2025, the *Anti-Racism Youth Microgrants* program provides funding to youth- and student-led projects that address racism and promote equity, diversity, and inclusion in Fredericton. The initiative empowers young people to take leadership in building welcoming, anti-racist communities and supports creative, grassroots approaches to social change.

- **Social Inclusion Committee and Youth Advisory Committee:**

Both committees continued their work in 2025, providing valuable platforms for resident engagement, youth leadership, and community-informed perspectives that guide City policies and programs related to inclusion and civic participation.

Equity Impact:

Through these initiatives, the City continues to reduce barriers to participation and empower residents of all ages and backgrounds to contribute to an inclusive and welcoming community.

D. Looking Ahead – 2026 and Beyond

The City of Fredericton will continue to build on its commitments under the Coalition of Inclusive Municipalities, with a focus on:

- Deepening reconciliation and cross-cultural relationships.
- Expanding inclusive hiring practices and accessibility initiatives such as the EQUIP project.
- Finalize the Inclusion Lens, incorporating feedback from the appropriate Council Advisory Committees, and establish a training and communication plan aimed at advancing an inclusive corporate culture and strengthening organizational strategies, practices, and procedures.

- Supporting the Workplace Inclusion Charter in partnership with external organizations to advance inclusive workplace cultures.
- Promoting youth and newcomer engagement in civic life.
- Strengthening partnerships that celebrate diversity and foster belonging.