

WHEREAS citizens enjoy the rights and freedoms proclaimed and guaranteed by the *Universal Declaration of Human Rights* of December 10, 1948 and under international and pan-American human rights conventions ratified by Canada and by Québec;

WHEREAS citizens enjoy the basic rights under the *Québec Charter of Human Rights and Freedoms* (1975) and the *Canadian Charter of Rights and Freedoms* (1982);

WHEREAS the *Montréal Declaration Against Racial Discrimination* (1989) and the *Proclamation of March 21 as “International Day for the Elimination of All Forms of Racial Discrimination”* (2002) have been formally adopted, and taking into account the draft proposal of the *Montréal Charter of Rights and Responsibilities* (December 10, 2003);

WHEREAS the city wishes to engage municipal and borough elected officials, employees, paramunicipal agencies and city-controlled corporations in an effort aimed at promoting principles and practices that value cultural diversity and inclusion;

Through this *Montréal Declaration for Cultural Diversity and Inclusion*, the city hereby expresses the desire that citizens will develop a greater respect for these principles and commitments and will work to ensure their application.



Montréal

Declaration

for Cultural

Diversity

and Inclusion

Declaration adopted  
unanimously  
by the Montréal City Council  
on March 22, 2004

# Montréal Declaration for Cultural Diversity and Inclusion



## PRINCIPLES AND ORIENTATIONS

The common and fundamental values shared by all cultures are: dignity, respect for human life, social order and protection against the arbitrary;

The municipal administration intends to:

Call upon the entire administration, central departments and boroughs to strive to attain the goals inherent in implementing the principles of the Declaration;

Structure municipal actions using an inclusive approach;

Adapt the actions, necessary to implement the Declaration, to the characteristics of each borough, neighbourhood or living environment;

The municipal administration intends to:

Take all measures within its power to promote intercultural rapprochement and dialogue among cultural groups, as well as to improve management of cultural diversity;

Strategically monitor trends and innovations in the movement to combat racial discrimination.

## CITY OF MONTRÉAL COMMITMENTS

### EQUALITY

The Montréal administration agrees to:

Implement equal opportunity employment programs, to achieve greater representation of the community it serves within the municipal body;

Implement an aggressive administration policy that provides for manager accountability and zero tolerance of racism;

Adopt measures to ensure equality in matters involving dignity and individual and collective human rights, wherever necessary.

Special attention will be paid to socially vulnerable or economically disadvantaged groups. The city further agrees to act in matters regarding housing, employment and local services (public security, fire safety, sports and recreation, environment, sustainable development, cultural, social and community development and transportation).

### COMMITMENT TO ACT

The city of Montréal agrees to:

Promote non-violence and inclusion through programs and municipal institutions in areas under its jurisdiction. They include scientific facilities, cultural centres, libraries and various points of service;

Proclaim solemnly its involvement in the *International Day of Tolerance*, and mark this observance every year on November 16;

Develop municipal training programs, which are essential in promoting a culture of diversity within the administration, to create awareness among employees and provide them with practical tools, which include intercultural skills, in the adoption of daily management practices relating to diversity;

The city administration invites citizens to support its commitments through co-operation, openness and solidarity as well as respect for dignity and human rights.

Gérald Tremblay  
Mayor of Montréal

Frank Zampino  
Chairman of the Executive Committee

Francine Sénécal  
Vice-chairperson of the Executive Committee

Michel Prescott  
Vice-chairman of the Executive Committee

Marcel Tremblay  
Associate councillor to the Mayor responsible for the cultural communities

Cosmo Maciocia  
Member of the Executive Committee responsible for Housing, Social Development and Welfare Services

Helen Fotopulos  
Member of the Executive Committee responsible for Mount Royal, Green and Blue Spaces, Parks and Montréal's Nature Museum