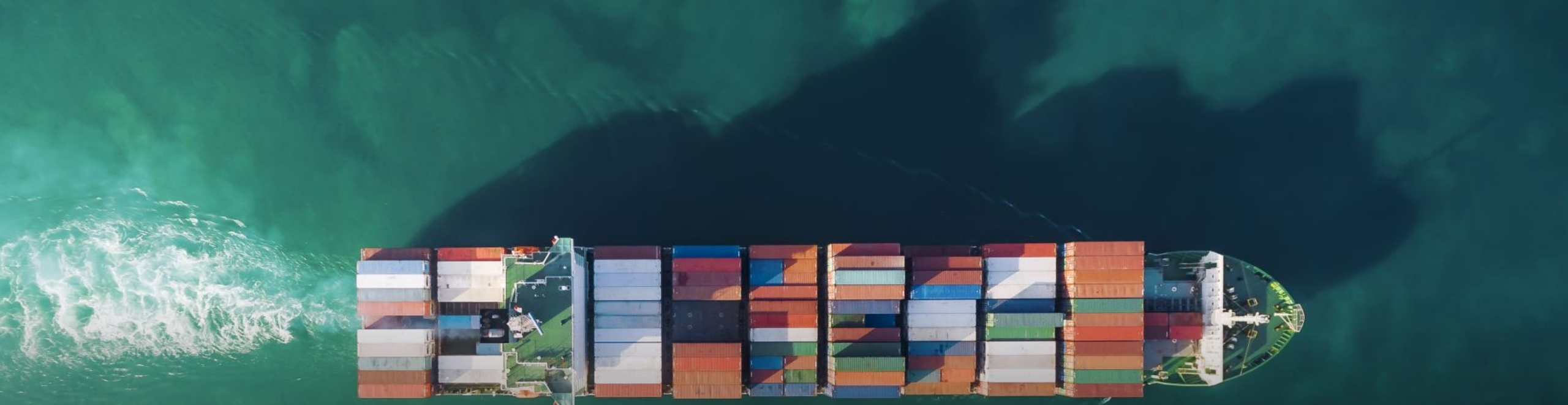


# Implementing municipal action

How City of Repentigny  
created a taylored approach  
with a social innovation perspective

Marie Angeline Descadres, MBA, AdmA  
Strategic advisor in social innovation, Executive office

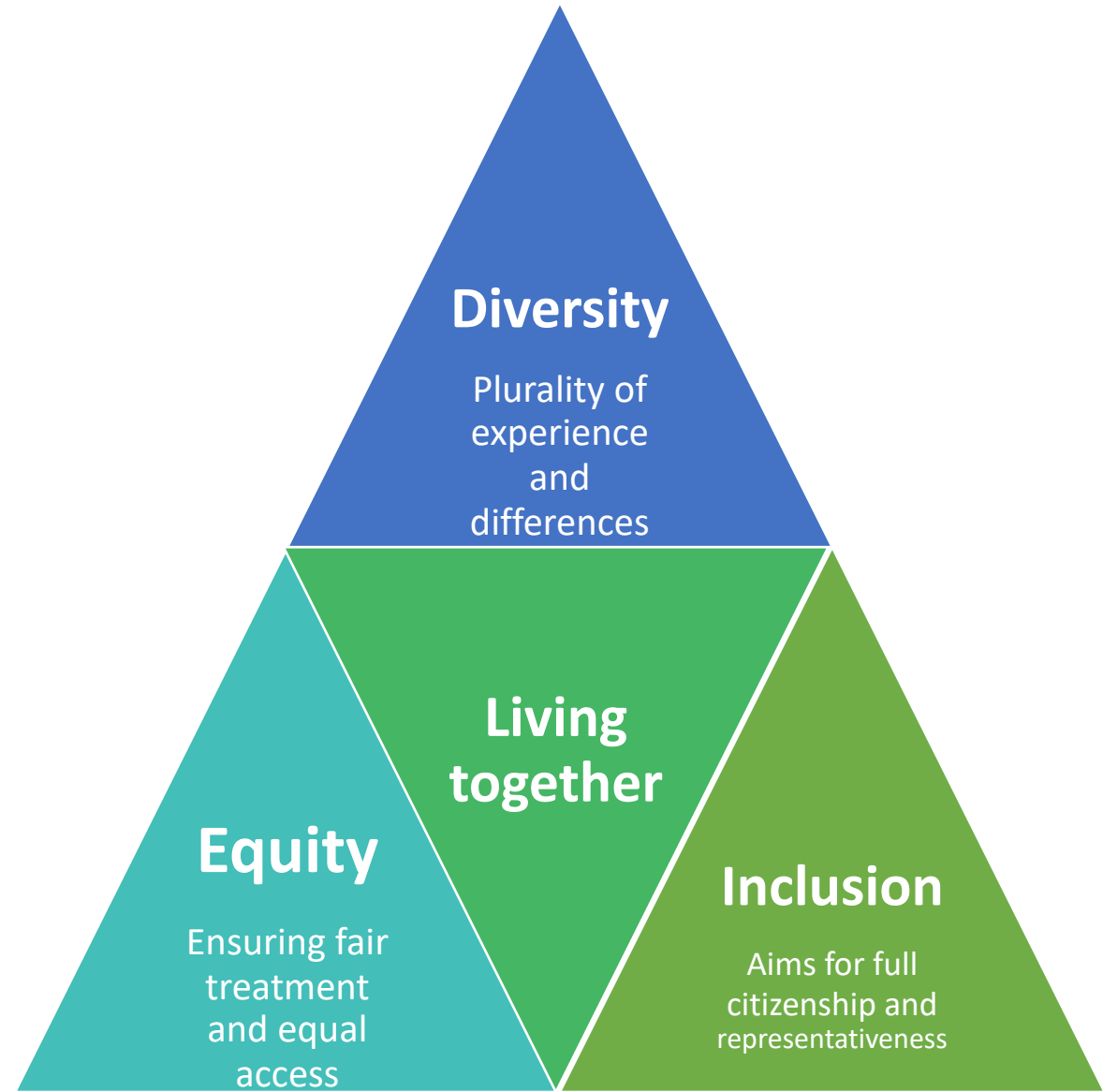
 Repentigny  
*S'épanouir*



# Anchoring a tailored approach

Culture transformation and change management

# The vision



# The overall objectives

- Fostering development and **social diversity**
- **Harmonize** practices with a view to continuous improvement
- Inbody a **collaborative and participative culture**, both internally and for the population
- Applying a **social innovation** approach as a vector for **adapted and sustainable change**
- Create an environment **free from racism and all other forms of discrimination**, as defined by the Quebec Charter of Human Rights.





# Transversality

A roadmap of sustainable actions towards social cohesion

# Succes indicators

Being accountable for the social responsibility of the municipal organization

**Just and  
equitable  
governance**

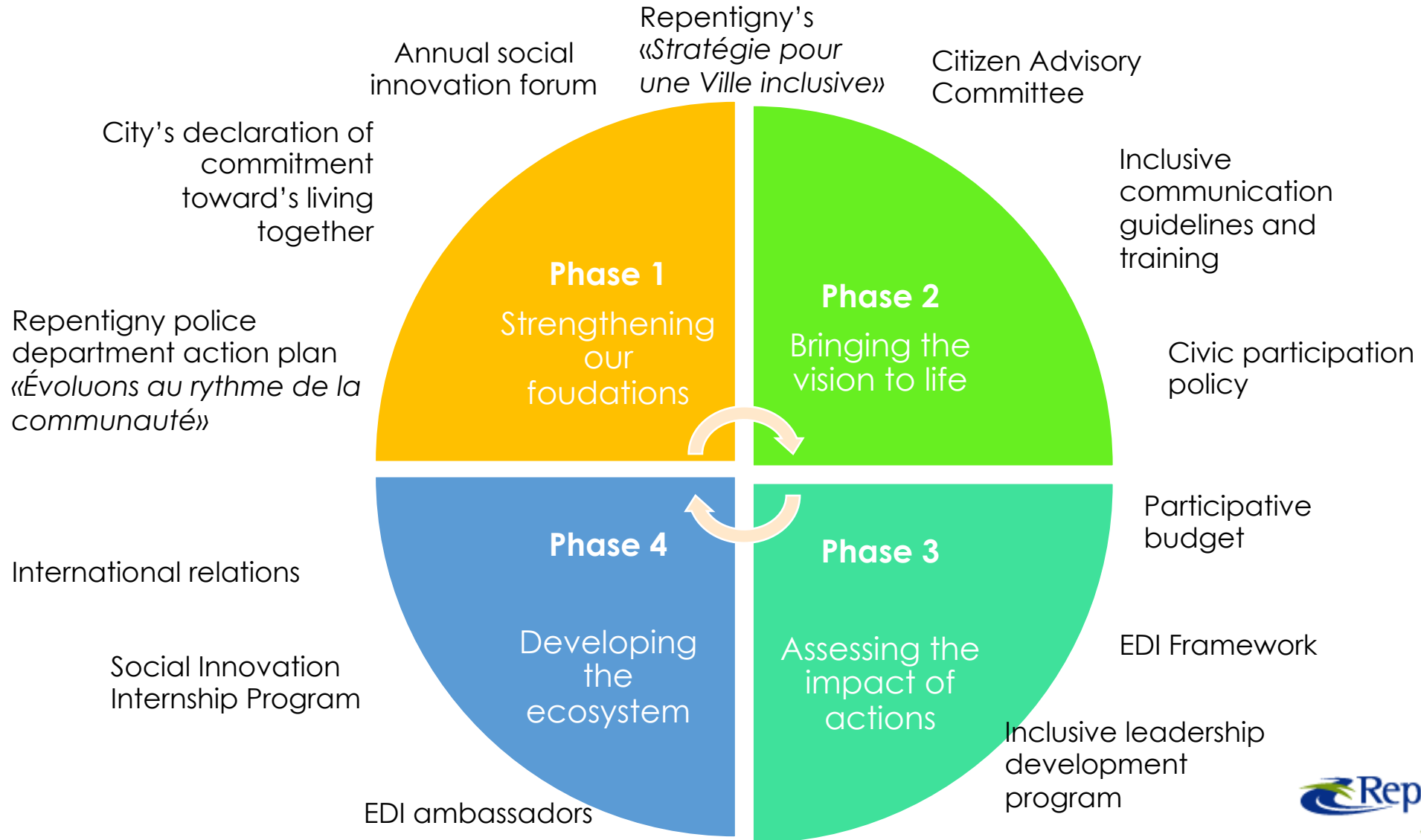
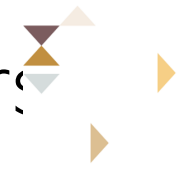
**Respect for  
individual  
needs**

**Inclusivity**

**Working  
conditions  
and relations**

**Customer  
experience  
optimization**

# The continuum : 4 phases - 4 years



# ÉVOLUONS AU RYTHME DE NOTRE COMMUNAUTÉ



Un plan d'action de changement organisationnel basé sur une approche d'équité, de diversité et d'inclusion

Septembre 2021







*Integration is inviting someone to a party, inclusion is inviting them to dance.*