



**Council Member Motion  
For the Committee of the Whole Meeting**

**To:** Committee of the Whole  
**From:** Sharmarke Dubow  
**Subject:** Equity, Inclusion and Diversity

**Date:** October 24, 2019

**BACKGROUND**

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City of Victoria Council adopted application of equity and affordability motion on June 13, 2019. Therefore, corporate equity initiative at city will be a positive and welcomed development strategy that ensures all residents, including city employees, participating in and benefiting from the economic growth and city's work policies —especially low- income residents, homeless residents, seniors, youth, racialized groups, immigrants, refugees, residents living with visible and hidden disabilities, and LGBTQI2S+ and others at risk of being left behind. This requires an intentional intersectionality focus on eliminating racial and economic inequities and barriers, and making accountable and catalytic investments to assure that we all thrive together and pave the way for shared prosperity and a healthy community while creating opportunities for people from all walks of life to participate in planning and decision-making processes. As Victoria develops, we cannot afford to have any of our residents left behind. When we all participate, we will all prosper and be able to reach our full potential.

**RECOMMENDATIONS**

1. That staff in each city department be directed to select a diversity of two (2) representatives to sit on an internal equity, inclusion, and diversity task-force in order to prepare a draft memo on the steps that would be required to initiate internal and external work to understand and address institutional inequity in their departments; as well as the City as a whole by understanding socio-racial and institutional disparities in more intentional ways.
2. That, the City Manager, in collaboration with staff on the internal equity, inclusion, and diversity task-force draft a report within six (6) months of the decision of this motion. The report is to be based on feedback and other Council considerations from the departmental memos, as direction for the creation of a request for qualifications (RFQ). The RFQ will be used to engage consulting firms during the request for proposals stage (RFP) with deep expertise in assisting organizations to develop and apply a critical understanding and final report with key calls to action that address how race, class, gender, sex, sexual orientation, ethnic origin, religion, disability,

family status, age, housing tenureship and housing precarity, and socio-economic status intersect and contribute to internal and external inequities within our City.

3. That the staff report and presentation regarding corporate equity, developed to support existing work by staff, be reviewed, edited and revised as required following consultations with internal and external stakeholders and consultants and made available as a resource to City staff and the community;
4. That the City Manager, in partnership with the various Volunteer Advisory Committees representing equity seeking groups, be directed to plan and execute an Equity, Diversity and Inclusion Summit through which members of Council and the public can review hear directly from subject matter experts and the community on equity practices and how an equity, diversity and inclusion lens could be integrated and incorporated into public policy and service delivery;
5. That as part of ongoing efforts to develop and advance the equity, diversity and inclusion analysis, staff participate in relevant, provincial and federal equity, diversity and inclusion related initiatives.
6. That staff to bring forward financial costs associated with developments and implementation of an equity lens as part of 2020 Financial Plan.

Respectfully submitted,