

Attachment A: Summary of Council Feedback (October 17, 2019)

Subject	Council Feedback
Values	<ul style="list-style-type: none"> • Social Justice - remove systemic barriers • Intersectionality - reflect multiple lived experiences • Quality of Life - health, happiness and satisfaction • Resilience and Prosperous Community - inclusion and access
Guiding Principles for Framework Development	<ul style="list-style-type: none"> • Practical (scalable to initiative size) • Achievable (pragmatic in terms of implementing in desired time frames) • Transparent (simple and understandable) • Measurable (moving the bar)
Equity Considerations*	<ul style="list-style-type: none"> • Ability - persons with disabilities • Age - children, youth and seniors • Citizenship Status - immigrants and refugees • Education - level achieved • Ethnic Origin and Race - includes Indigenous people and visible minorities • Gender - male, female, transgender, non-binary, or gender-nonconforming • Housing Security - tenure and precarity • Income - absolute and relative level, living wage, wealth • Religion - faith, belief systems, customs • Sexual Orientation - lesbian, gay, bisexual, transgender, queer, intersex, and two-spirit
Implementation Considerations	<ul style="list-style-type: none"> • Focus on end goal of removal of barriers so all current and future members of our community can participate in society and prosper • Sensitivity to stigma related to mental health and self-identification as part of a particular populations to be avoided • Target civic engagement to ensure equity seeking groups are part of the process (not just representative individuals), including potential assistance to under-represented groups to participate • Ensure training for a broad scope of staff • Develop an equity tool to assist decision making for Council • Equity lens development not to delay existing work • Initial application to include the 2021 Financial Plan and budget development • Various comments on where to start implementation – infrastructure (limited scope), programs, training, etc.

* Alphabetical listing and not prioritized