

Attachment B: Previous Council Direction

On June 13, 2019, Council approved the following Motion:

That Victoria City Council direct staff to develop a plan to revisit the objectives, scope and schedule of activities for the Crystal Pool project that aligns with the new Strategic Plan, including application of the evaluative tools described in section i, ii, iii, iv below, for Council consideration:

- i. Ensure no net loss of green space in the neighbouring area.*
- ii. Apply an equity lens to siting, design, amenity selection, engagement, procurement, and evaluation, to inform decisions about and investment in community*
- iii. Apply an affordability lens to assess total cost of ownership, siting, amenity selection, operating costs, costs to taxpayers and users*
- iv. Invite potential partners and neighbourhood representatives to collaborate to align and help achieve these equity, accessibility and affordability objectives*
- v. Embed distributional, procedural, structural and inter-generational equity into the City's corporate policies guiding hiring, staff training and professional development, procurement and civic engagement*
- vi. Report back to Council on potential locations in the North Park and Hillside / Quadra neighbourhoods.*

Motion Arising:

That Council direct the City Manager to imbed these 4 principles ii, iii, iv, v for the city's emerging equity policies.

On October 17, 2019, Councillor Dubow provided the following memo during the Committee of the Whole meeting for staff to consider to inform Staff report back:

- 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 tenure 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.*