

Community Equity Lens Scope Options and Next Steps

PRESENTATION TO THE COMMITTEE OF THE WHOLE

JANUARY 16, 2020



Purpose of Today's Report

- Provide summary of Council direction to-date
- Provide update on actions underway related to previous direction
- Seek Council approval of the working definition, values and guiding principles for developing an equity lens
- Seek Council direction on options for developing an equity lens and framework



Background

March 2019 – Strategic Plan Adoption

- Statement of Principles
- Service Improvement and Measurement Direction

June 2019 - Initial Direction Equity

- Crystal Pool and Wellness Centre
- City operations (training, procurement, hiring, engagement)

October 2019 - Workshop

- Council Workshop on Equity Values
- Service Improvement Report (re-engineered positions)
- Memo from C. Dubow



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Progress on June Direction

Staff Training and Professional Development

- Gender-Based Analysis Plus (GBA+)
- Canadian Centre for Diversity and Inclusion (CCDI)

Social Procurement

- Coastal Communities Social Procurement Initiative (CCSPI)
- Procurement Policy Update

Hiring

- Employee Engagement Survey
- Procedural Strategies

Engagement

- Summit (Q1 2020)



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Equity Workshop Feedback (Att. A)

Working Definition

- Equity is treating everyone fairly by acknowledging their unique situation and addressing systemic barriers. The aim of equity is to ensure that everyone has access to equal benefits and outcomes.

Values

- 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

- Practical - scalable to initiative size
- Achievable - pragmatic in terms of implementing in desired time frames
- Transparent - simple and understandable
- Measurable - moving the bar



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Equity Workshop Feedback (Att. A)

Considerations

- **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

Socio-Economic Status and Class are not included in the listing above as these are generally a combination of specific factors, such as experience, education level, and income, but exclude others.



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Alignment to Strategic Plan

- Action items related to Equity Framework
- New Policy and Strategy Development Underway
- Planned Capital Projects
- Neighbourhood Boundary Review
- Governance Review
- Council Reports



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Examples of Success

- **Government of Canada** – simple approach, widespread application across all service areas and staff training (GBA+)
- **City of Edmonton** – focus on diversity and inclusion framework and implementation plan; includes performance measures from employee and community surveys
- **City of Ottawa** – Toolkit for staff assessing policies, programs and services (also had strong non-profit leadership and federal funding)
- **City of Toronto** – adopted equity responsive budgeting with validation by an external community committee (one-time).



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Equity Framework Elements

Pending confirmation of staff resources and budget:

- Common Definitions
- Purpose
- Vision and values
- Goals
- Activities
- Roles and Responsibilities,
- Implementation Plan
- Evaluation



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Financial Plan 2021

Opportunity to introduce equity impact assessments and statements for the following as part of the draft 2021 Financial Plan:

- New or enhanced programs and services (including user fee changes)
- Efficiencies (changes that produce savings and maintain or improve service levels)
- Service level reductions



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Equity Lens Application (Future)

Operating

- Engagement
- Public Art Installations
- Placemaking and Public Realm improvements
- My Great Neighbourhood Grant Program
- Recreation Programs
- Tennis Court and Sport Field Bookings
- Youth Services and LIT Program
- Human Resources

Capital

Transportation

- Bus Shelter Installations

Parks

- New Parks
- Park Improvements and Maintenance
- Sport Court and Playground Improvements
- Urban Forest Master Plan

Street Infrastructure

- Seasonal Animation
- Countdown Signals and Audible Pedestrian Signal Installation
- Surface Infrastructure Program

Facilities

- Community Centre and Public Washroom Improvements



Resource Requirements

Previously Requested:

- Service Improvement Advisors (2) – \$264,200
- Performance Measurement Analyst – \$107,900
- Survey - \$100,000 (one-time)

New Request (short term external equity consultants):

- \$75,000 (one-time)



Recommendations

1. Direct staff to use the Council feedback from the equity workshop on equity values, guiding principles for framework development, equity considerations, and implementation considerations as a foundation for developing an equity lens along with further community input for the City of Victoria (Appendix A).
2. Approve Option #2 - Develop the equity framework within resources requested through the 2020 draft Financial Plan and supplemented with \$75,000 one-time funding to retain external expertise to address short-term capacity gaps.

