



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)

nunity Equity Lens - Scope Options and Next Steps

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

Community Equity Lens - Scope Options and Next Steps

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 gendernonconforming
- 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



Community Equity Lens - Scope Options and Next Steps

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.

Alignment to Strategic Plan Action items related to Equity Framework New Policy and Strategy Development Underway

- Planned Capital Projects
- Neighbourhood Boundary Review
- Governance Review

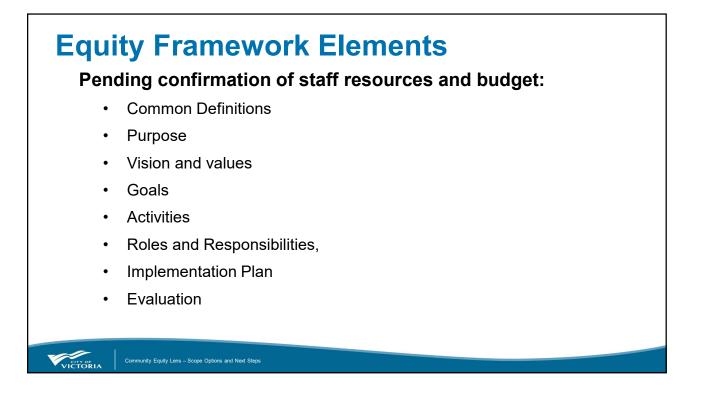
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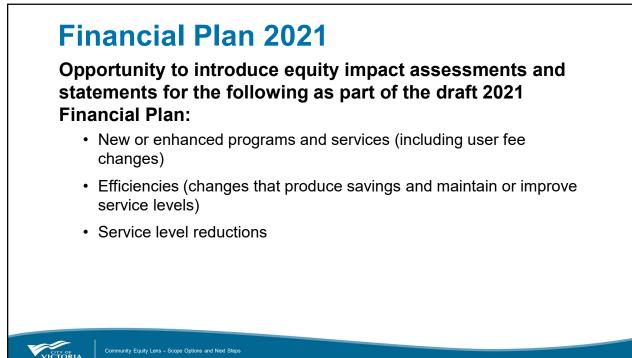
Council Reports

VICTORIA

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).





Equity Lens Application (Future)

Operating

<u>Capital</u>

- Engagement
- Public Art InstallationsPlacemaking and Public
- Realm improvements
- My Great Neighbourhood Grant Program
- Recreation ProgramsTennis Court and Sport
- Field Bookings
- Youth Services and LIT
 Program
- Human Resources

Transportation

Bus Shelter Installations

Parks

- New Parks
- Park Improvements and Maintenance
- Sport Court and F
 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:

Community Equity Lens - Scope Options and Next Step

- 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.

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