

Office of Equity, Diversity and Inclusion

PRESENTATION TO THE COMMITTEE OF THE WHOLE

MARCH 12, 2020



1

Previous Council Direction

That Council authorize the following FTEs for 2020 and future years, as well as an one-time expenditure of \$75,000 for contracted services, and direct staff to report back by the end of Q1 in Open and Closed Meetings on options for completing and implementing the Equity Framework taking an intersectional approach, including the direction that initial priority of the Equity and Inclusion Coordinator is the implementation of the Trans Inclusion work, using the following new staff resources and / or existing resources, including draft job descriptions:

- *Equity and Inclusion Coordinator - 1 FTE – \$107,900 (ongoing)*
- *Accessibility and Inclusion Recreation Role - 1 FTE – \$52,000 (ongoing)*
- *Accessibility Coordinator – 1 FTE – \$107,900 (ongoing)*
- *Social Planner – 1 FTE - \$125,111 (ongoing)*
- *Contracted Services - \$75,000 (one-time)*
- *That Council add another FTE to focus on Equity and Inclusion. \$108,000*



Office of Equity, Diversity and Inclusion

2

Office of Equity Diversity and Inclusion

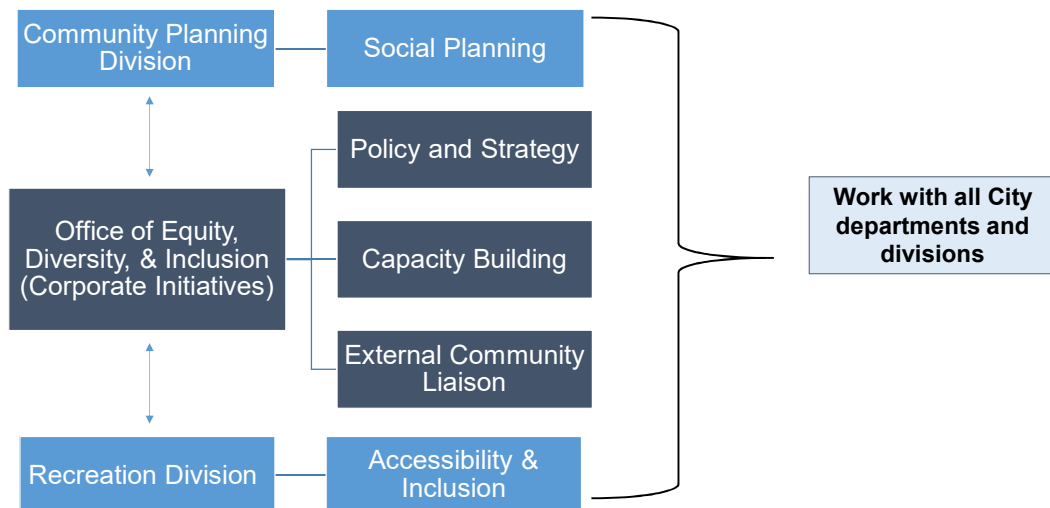
- Champion equity and social justice
- Coordinate internal Leadership Steering Committee and Staff Working Group(s)
- Lead implementation coordination of the TNB2S+ Inclusion Plan and Accessibility Framework
- Support Intersectional Advisory Committee(s)
- Advance staff training and understanding
- Alignment of strategies/plans in support of equity priorities and community needs
- Maintain community information and geo-spatial maps
- Partner with community agencies, not-for-profit groups, and other governments
- Guide departments in undertaking equity impact assessments
- Monitor, update and report on the City's Equity Framework



Office of Equity, Diversity and Inclusion

3

Equity Related Positions



Office of Equity, Diversity and Inclusion

4

1. Functions – Equity Policy and Strategy

- Lead the coordination of equity related activities, assessments and service reviews
- Staff point of contact for new Intersectional Advisory Committee(s)
- Coordinate annual reporting on all EDI related strategies and plans
- Monitor equity policy and program advancements in other municipalities
- Liaise and work with other levels of government as well as not-for profit organizations
- Update the Equity Framework as required



Office of Equity, Diversity and Inclusion

5

2. Functions – Capacity Building

- Develop and deliver training to staff, including a focus on a common understanding of equity-related concepts and principles across City departments and at all levels of the organization
- Explore and promote innovative methods for learning and staff development
- Support internal research, data gathering and mapping of current and anticipated future community profile
- Support policy development/alignment related to Council reports (decision making trade-offs) and equity impact statements and assessments



Office of Equity, Diversity and Inclusion

6

3. Functions – External Community Liaison

- Work with TNB2S+ communities to advance objectives of the approved plan
- Work with community partners to advance actions within the Accessibility Framework
- Establish partnerships to advance equity, diversity related initiatives with community groups
- Work with partners to leverage funding to support community groups in advancing EDI priorities
- Coordinate responses to external applications for duty to accommodate and other issues as a one window approach



Office of Equity, Diversity and Inclusion

7

4. Functions – Social Planning

- Social policies and strategies to achieve a healthy and equitable community
- 2019-2026 Housing Strategy Actions
 - Family Housing Policy (Child and Youth Friendly City social policy)
 - Barrier-free Housing and Universal Design
 - Intergenerational Housing
 - Faith-based Housing
 - Indigenous Housing Working Group
 - Co-op, Co-housing and Land Trusts
 - Inclusive Housing
- Implementation of Task Force Actions and other Strategic Plan Items
 - Community Well-Being Task Force
 - Pandora Task Force
 - Seniors Strategy
 - Childcare Strategy
- Respond to and manage emerging social issues



Office of Equity, Diversity and Inclusion

8

Functions – Recreation Accessibility & Inclusion

- Previously provided by *Recreation Integration Victoria* and was supported by the City through a contribution to that organization. This organization is no longer providing this function, and as such, the new staff resource approved to fill the gap.
- This role would be responsible for long-term program planning, coordination with stakeholders, execution of all accessibility and inclusion services and practices, as well as reporting on progress.



Office of Equity, Diversity and Inclusion

9

Shared Responsibility (Examples)



Accessibility Framework

- Website Improvements
- Access Awareness Day
- Parking Design Guidelines

TNB2S+ Inclusion Plan

- Visual Standards and Communication Guidelines
- All-gender and universal restrooms

Strategic Plan

- Climate Leadership Plan
- Welcoming City
- Town Halls



Office of Equity, Diversity and Inclusion

10

Consulting Support

- Equity, Diversity and Inclusion Framework
 - Community Profile
 - Common Definitions
 - Purpose
 - Vision and values
 - Goals
 - Activities
 - Roles and Responsibilities
 - Implementation Plan
 - Evaluation Criteria
- Equity, Diversity and Inclusion application to 2021 Financial Planning Process
- Governance Recommendations (Intersectional Approach, Assessment models to support Council Decision Making, etc.)



Office of Equity, Diversity and Inclusion

11

Recommendation

That Council receive this report for information.



Office of Equity, Diversity and Inclusion

12