



Committee of the Whole Report For the Meeting of November 5, 2020

To: Committee of the Whole **Date:** October 30, 2020
From: Mandi Sandhu, Head of Corporate Initiatives
Subject: Equity Workshop – Update, Community Profile, Next Steps

RECOMMENDATION

That Council receive this report for information.

EXECUTIVE SUMMARY

City staff are working with external consultants to develop an equity framework as directed by Council in the 2018-2022 Strategic Plan. As work is progressing, the purpose of the workshop is to provide an overview of work being undertaken, initial interpretation of community profile information, and further work and analysis to be undertaken over the next six months, including the need to validate community information with residents.

PURPOSE

The purpose of this report is to provide an overview of the work undertaken to date to develop an Equity Framework and Lens for the City of Victoria, including initial interpretation of community profile information and next steps.

BACKGROUND

In October 2019, Council participated in a workshop to provide staff with feedback on values related to adopting an equity lens, as well as guiding principles for development and implementation of an equity framework for the City of Victoria. Core values articulated by Council included taking a social justice perspective to remove barriers, intersectionality (reflect multiple lived experiences), quality of life (health, happiness and satisfaction), and building a resilient and prosperous community that is inclusive and accessible for all. In addition, taking an intersectional approach to better understand lived experience requires consideration of a number of equity factors including ability, age, citizenship status, education, ethnic origin/race (includes Indigenous people and visible minorities), gender, income, religion and sexual orientation.

In June 2020, the City retained *Resilience Planning* through a competitive process to undertake the development of an equity lens and framework to support the City's social justice objectives of systemic barrier removal in policies, programs and services. Their scope of work supplements and is in addition to continuing work being undertaken by *Licker Geospatial*, which led the previous Council workshop in 2019. The equity framework will be the overarching guiding document that will build on the working definition of equity adopted by the City. *Resilience Planning's* scope of work also includes recommendations for development of a terms of reference to support the potential establishment of an on-going Intersectional Lived Experience Advisory Committee to provide input and feedback on future equity related initiatives, and pilot application of the equity lens to select

projects and initiatives included in the draft 2022 Financial Plan. This process will begin once the 2021 Financial Planning process has concluded in February 2021.

ISSUES & ANALYSIS

The intended objectives of the workshop are three-fold (Attachment A). The first, is to provide an update to Council and the community on the scope of work currently underway and planned to be undertaken over the next six months. Second, is to provide an opportunity for preliminary discussion with Council regarding the interpretation of community profile indicators, including limitations of available data and further assessment. And third, to provide a forum for discussion on the need to validate community information with residents of the community. More specifically, the agenda for the workshop is:

- Review project considerations and principles
- Present work completed to date and initial findings
- Presentation of community profile information, including data gaps and further analysis
- Review components of the equity framework
- Discuss the need to ground truth information with individuals and groups with lived experience
- Next steps and timelines

Information that is not included in the presentation contained in Attachment A, but being provided for Council and the Community are initial baseline mapping information contained in Attachment B.

Outside of the scope of the current report is the workplan for the upcoming year to further internal facing equity initiatives related to staffing, training, professional development, social procurement and engagement. More information on these streams of work will be provided pending conclusion of the 2021 budget process.

Accessibility Impact Statement

Accessibility will be embedded within the equity framework as one of the key priorities and values. With the recent adoption of the Accessibility Framework in early October, current work is focused on the recruitment and transition to the new Accessibility Advisory Committee, as well as implementing items contained in the Short Term Action Plan that was approved by Council in October 2020.

2019 – 2022 Strategic Plan

This report directly responds to the recently added new action item for 2020 to “Develop an Equity Framework” under the Strategic Objective of #1 Good Governance and Civic Engagement.

Impacts to Financial Plan

Application of an equity lens will be applied to the draft 2022 financial plan on select areas such as new or enhanced programs and services (including user fee changes), efficiencies (changes that produce savings and maintain or improve service levels) and other service level adjustments. More information on this process will be provided after finalization of the 2021 financial plan decision making process.

Official Community Plan Consistency Statement

Social equity is explicitly addressed in the City of Victoria’s Official Community Plan (OCP) under ‘Community Well-Being’ to encourage a fair distribution of community services, social services, and facilities across the city, to support all parts of the population. The OCP also has equity principles, goals and objectives embedded within a number of other areas such as Land Management and

Development, Transportation and Mobility, Economy, Parks and Recreation, Arts and Culture as well as Housing and Homelessness.

CONCLUSIONS

Work is progressing and staff anticipate bringing forward a draft framework and next steps for Council consideration in early 2021.

Respectfully submitted,



Mandi Sandhu
Head of Corporate Initiatives



Susanne Thompson
Deputy City Manager/Chief Financial Officer



Report accepted and recommended by the City Manager: _____

Date: October 30, 2020

List of Attachments

- A. Equity Presentation
- B. Community Profile Information