VICTORIA EQUITY FRAMEWORK

COUNCIL PRESENTATION

OCTOBER 2020

RESILIENCE PLANNING

AGENDA

- Introductions

- Review Project Considerations/Principles

- Discuss work completed to date + Key Takeaways

- Presentation of Community Profile

- Potential Components of Victoria EDI Framework (based on background doc review and case studies)

- Discussion of the need to ground truth this information (community profile and background document review) in the lived experience of the community

- Next Steps

RESILIENCE
PLANNING

PROJECT PRINCIPLES + CONSIDERATIONS

DEFINITION OF EQUITY

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.

EQUITY CONSIDERATIONS (Council Values)

Ability
persons with disabilities

Education
Level achieved

Housing Security
Tenure + Precarity

Age
Seniors, Youth, Children

Ethnic Origin
Includes Indigenous + Visible Minorities

Income
Absolute + Relative level, living wage, wealth

Citizenship
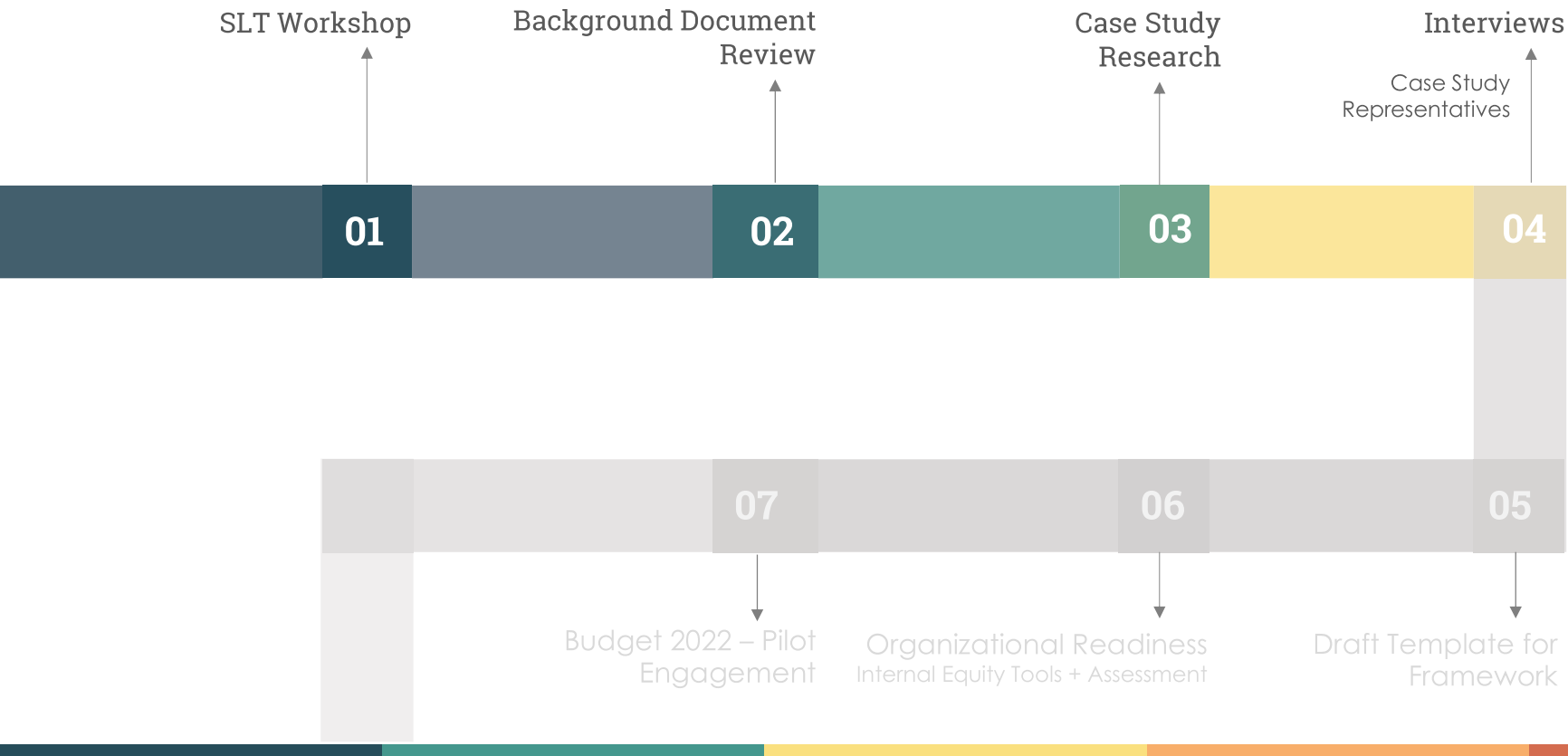Immigrants + refugees

Gender
Male, Female, Trans, Non-binary

Religion
Faith belief systems, Customs

Sexual Orientation
Lesbian, Gay, Bi, Trans, Queer, 2Spirit

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WORK COMPLETED TO DATE

SLT Workshop

Background Document Review

Case Study Research

Interviews

Case Study Representatives

| 01 | | 02 | | 03 | | 04 |

| | 07 | | 06 | | 05 |

Budget 2022 – Pilot Engagement

Organizational Readiness
Internal Equity Tools + Assessment

Draft Template for Framework

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KEY TAKEAWAYS

Background Document Review (16 documents)

- Importance of engagement
  - Clear, inclusive and accessible engagement is important and a key component for achieving goals outlined in Accessibility Framework, Strategic Plan & Engagement Plan

Case Study Research (23 Case Studies)

- Strategies are a direct result of persistently and systematically marginalized communities holding municipal governments accountable:
  - City of Toronto's Lived Experience Advisory Group
  - City of Toronto & City of Portland Equity Budgeting Tools
  - Ottawa Equity & Inclusion Handbook
  - Seattle & Portland Equity Guides & Toolkits

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COMMUNITY PROFILE - Purpose

UTILITY

- **Measure long-term broad-level change**, at a neighborhood, or citywide level

- **Understand similarities and differences** across local contexts

- **Provide supplementary information** in communications and engagement

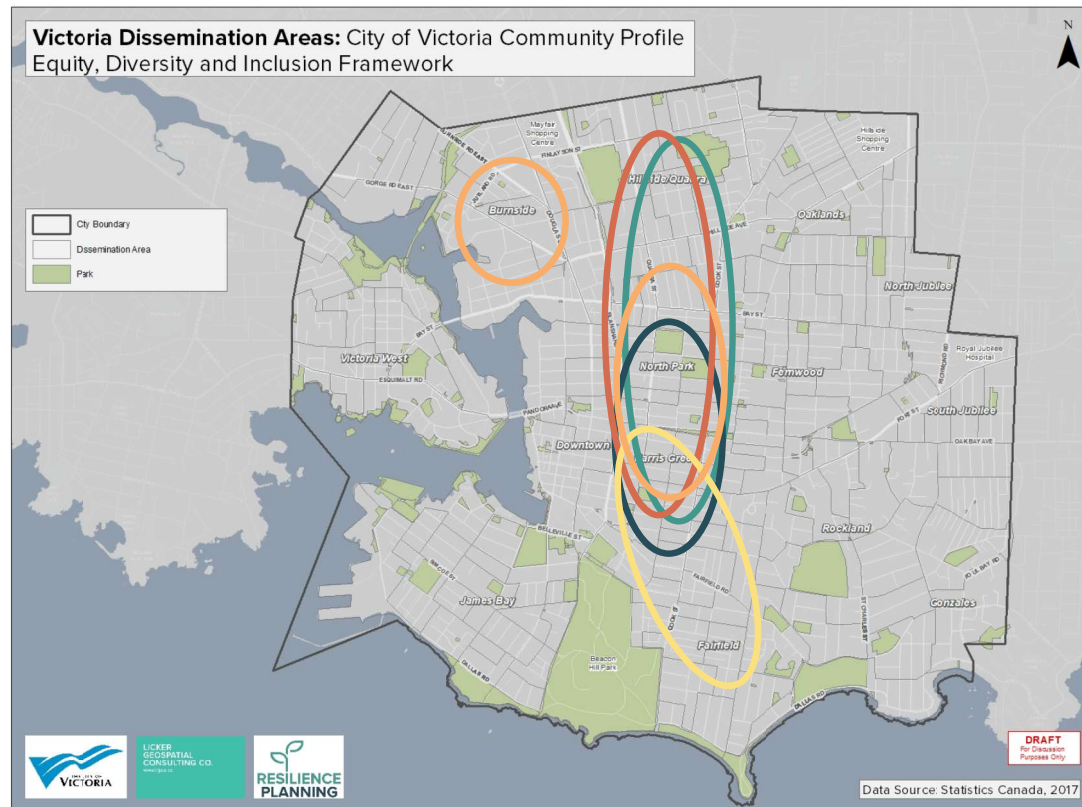- **Compare trends** in Victoria to other municipalities, regions

LIMITATIONS

- **Accuracy:** Broad categories and/or geographies can obscure nuanced changes and trends

- **Availability:** Annual data is hard to come by, and these data are sometimes estimates based on a sample of total population

- **Interpretation:** These data may require narrative that provides an explanation and analysis of the indicator: the numbers cannot speak for themselves as this leaves room for misinterpretation

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COMMUNITY PROFILE SUMMARY – High Level Findings

Housing, Income, Transportation Observations

● North Park, Hillside/Quadra
Lower income, high proportion of renters, higher unemployment, subsidized housing, lower home ownership

● North Park, Harris Green
Pockets of very low income, poor building conditions, risk of losing residential building stock
What is the displacement risk?

● North Park, Harris Green, Hillside/Quadra
Low income, more seniors on fixed income, retirees

● Harris Green, Fairfield
Poor transit access

● North Park, Harris Green, Burnside
Higher burden of combined housing and transportation costs
In some areas exceeds 60% of household income

Victoria Dissemination Areas: City of Victoria Community Profile
Equity, Diversity and Inclusion Framework

City Boundary
Dissemination Area
Park

DRAFT
For Discussion
Purposes Only

Data Source: Statistics Canada, 2017

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COMMUNITY PROFILE - Recommendations
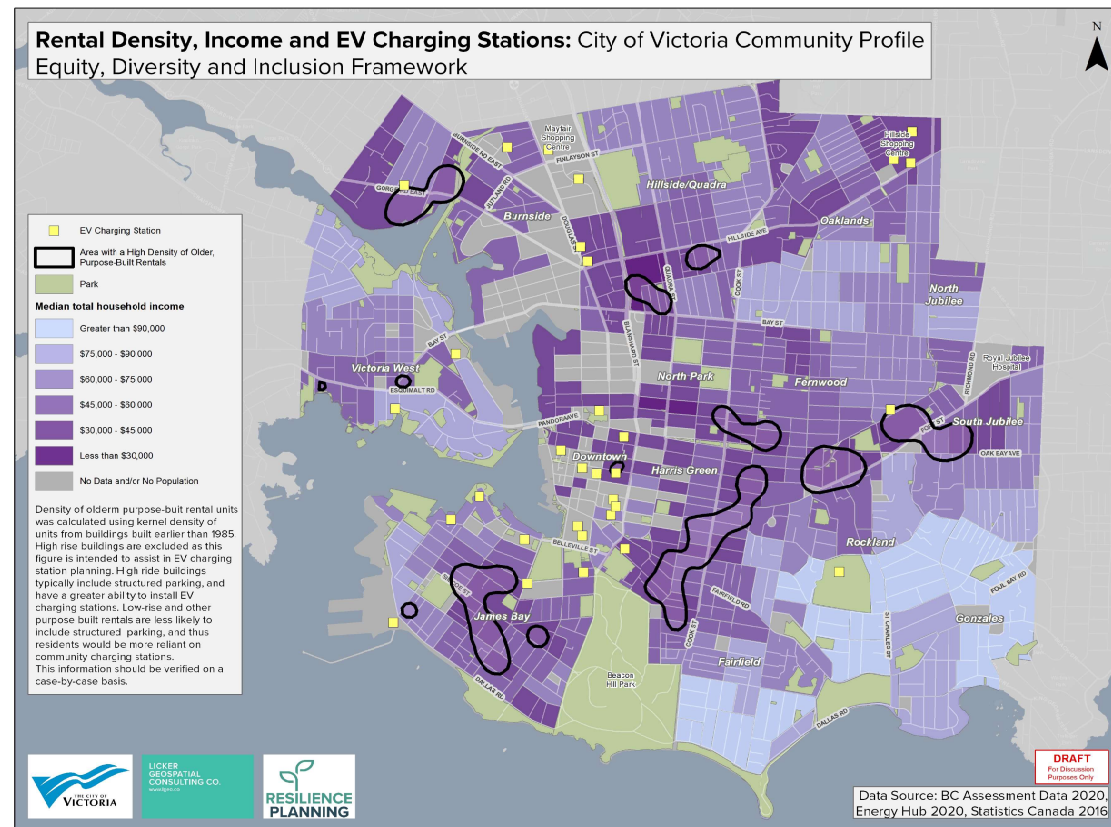
NEXT STEPS MIGHT INCLUDE

- Analyze for at least two points in time; continue to track and update
- Pursue data creation, collection and create ways to collect data (with partners)
- Compare with other municipalities and the region
- Disseminate to cross-sector partners, especially community-based organizations
- Ground truth the data by seeking community members' input and analysis
- Bolster with stories that illustrate individual and community realities
- Narrow and refine to what is most meaningful

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EQUITY EXAMPLE - PLAYGROUNDS

EQUITY EXAMPLE – EV CHARGING STATIONS

Rental Density, Income and EV Charging Stations: City of Victoria Community Profile
Equity, Diversity and Inclusion Framework
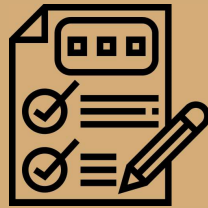
EDI FRAMEWORK TABLE OF CONTENTS

- Introduction to Equity, Intersectionality and Social Justice
- Tools and Resources for Internal Capacity Development
- Centering Equity in Victoria
  - Community Profile
    - Mapping tools
  - Equity Budgeting Tools
- Intersectional Lived Experience Advisory Committee ToR
- Glossary
- Sources of data and alignment with other city work
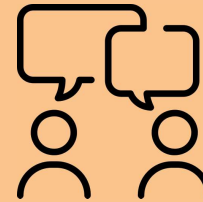
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GROUND TRUTH INFORMATION + DATA

Disaggregated Data

Equitable Outcomes/ Framework

Meaningful Civic Participation

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NEXT STEPS

Background Document Review

Case Study Research

SLT Workshop

Interviews

We are here!

| JUN – AUG 2020 | 01 | JUL – SEP 2020 | 02 | JUL 2020 | 03 | OCT-NOV 2020 | 04 |

Case Study Representatives

Interviews
Community Organizations (TBD)

| MAY 2021 | 08 | FEB - MAY 2021 | 07 | JAN-FEB 2021 | 06 | DEC 2020 | 05 |

Final Framework

Budget 2022 Pilot Engagement

Organizational Readiness

Draft Template for Framework

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