

Equity Framework and Lens

Update, Community Profile and Next Steps
Workshop

November 5, 2020



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Background

May 2019 – Council direction to develop a equity framework and lens

October 2019 – Council workshop to define equity values

March 2020 – Resource requirements for Office of Equity, Diversity & Inclusion

June 2020 – Retained additional consulting expertise to develop framework

August 2020 – Authorization to hire two staff for *Office of Equity Diversity & Inclusion*

November 2020 – Equity project update and community profile information



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Purpose of the Workshop

To provide an update on the equity project

Now, next and later.

- Review considerations, principles and work completed to date
- Present initial community profile information, including data gaps and further analysis
- Review components of the equity framework
- Discuss ground truthing information with individuals and groups with lived experience

An update on streams of work related to staffing, training, professional development, procurement and engagement will be provided after the 2021 financial planning process has concluded



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Introductions



Resilience Planning

- **Lisa Moffatt** – Principal
- **Elsie Achugbue** – Equity Advisor + Program Evaluation
- **Aida Mas Baghaie** – Social Justice Planner + Engagement t
- **Stacey Forrester** – Social Planner + Engagement Specialist



Licker Geospatial Consulting Co.

- **Aaron Licker** – Principal
- **Renee Proulx** – GIS Analyst



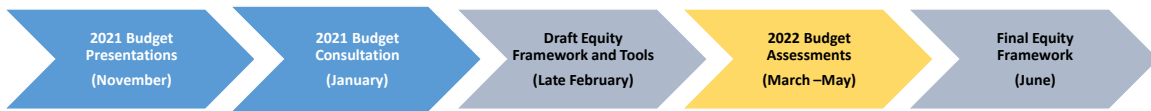
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Timelines – 2022 Budget Pilot

- Equity Lens to be applied to next budget cycle starting in early 2021
- Scope of the equity assessment will be limited to:
 - New or enhanced programs and services (including user fee changes)
 - Efficiencies (changes that produce savings or maintain or improve service levels)
 - Service level adjustments

*The pilot is a fundamental change... we engage different..
... we assess different...*



Recommendation

That Council receive this report for information.