

Interim Equity Decision-Making Tool

Presentation to the Committee of the Whole

July 29, 2021



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Background and Context

Council direction on August 6, 2020:

“Direct staff to report back on the accessibility lens as it relates to the future equity lens and on potential tools to assist with balancing competing rights and interests.”

Council direction on October 1, 2020 (AAC Terms of Reference):

“Review proposed tool for balancing competing rights and interests and provide comments and recommendations to Council after review; and

“Review and update current guidelines for writing an Accessibility Impact Statement (AIS) so the document can function as an Accessibility Lens”

The new Accessibility Advisory Committee was formed in March 2021



Interim Equity Decision-Making Tool

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Suite of Documents to Address Council Direction



Accessibility Lens
(Under development)

Interim Equity-Decision Making Tool
(Current Report – Att. A)

Accessibility Impact Statement
(Operationalized in June 2021)

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Interim Equity Assessment Tool


- Interim measure as permanent tool is developed
- Intended to provide a framework for evaluation and assessment to identify potential impacts on equity seeking groups, and evaluate whether the impact has been minimized, and is justifiable
 - new projects
 - initiatives
 - policies
 - bylaws
- To be used by Council and staff
- Tool will be further modified in the fall to align with the Equity Framework, including guiding questions on structural, procedural, distributional and intergenerational Equity.

The City's Project Management Framework and Policy will be updated in late 2021 to align with the Equity Framework.

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Application of the Decision Tool

DEFINITION OF EQUITY	EQUITY CONSIDERATIONS (Council Values)			
<p>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.</p>	 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, 2Spirit	 Religion Faith belief systems, Customs	
	 Sexual Orientation Lesbian, Gay, Bisexual, Queer			

 Interim Equity Decision-Making Tool

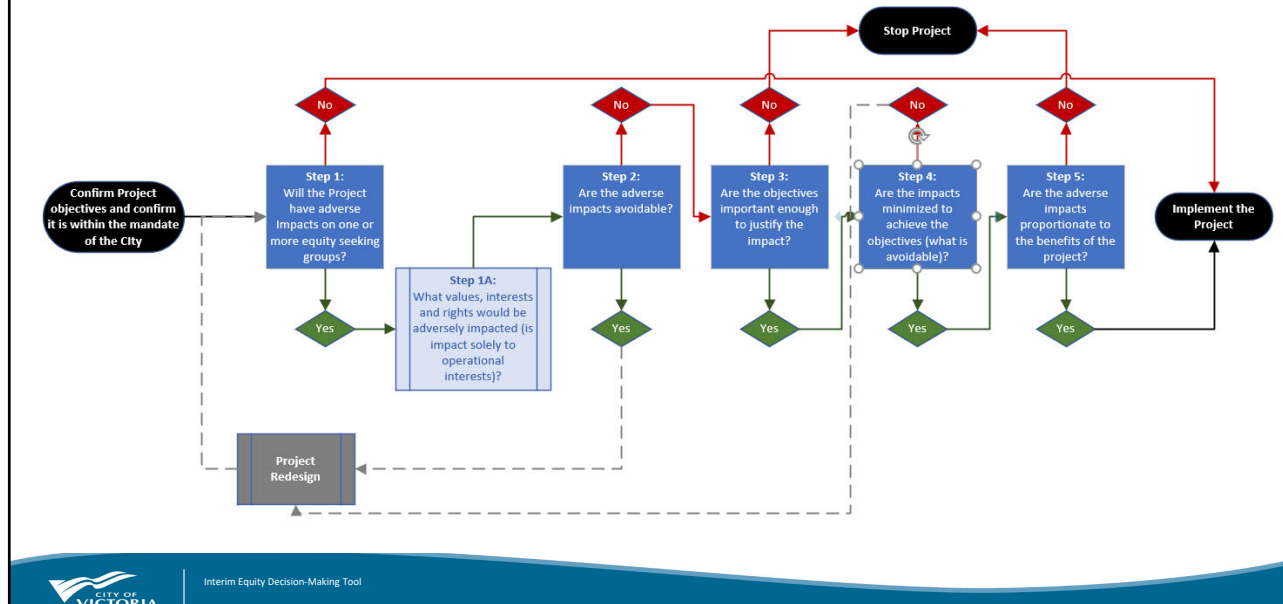
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Interim Equity Decision-Making Questions

1. Will the project have an adverse effect on one or more equity seeking group?
 - 1a. What values, interests and rights would be adversely impacted?
2. Are the adverse impacts avoidable?
3. Are the objectives important enough?
4. Are adverse impacts minimized?
5. Are adverse impacts proportionate to the benefits of the project?

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Equity Decision-Making Process



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Recommendations

That Council

1. Endorse the *Interim Equity Decision-Making Tool* for use by Council and staff to assess equity impacts on decisions, subject to comment by the Accessibility Advisory Committee; and
2. Direct staff to bring forward a revised Equity Decision-Making Tool as part of the Equity Framework in the fall of 2021.

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