



## Committee of the Whole Report For the Meeting of November 26, 2020

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**To:** Committee of the Whole **Date:** November 20, 2020  
**From:** Mandi Sandhu, Head of Corporate Initiatives  
**Subject:** Equity Framework – Community Partner Interviews

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### RECOMMENDATION

That Council receive this report for information.

### EXECUTIVE SUMMARY

On October 17, 2019, Council participated in a workshop with staff and external consultants from *Licker Geospatial* with the purpose of receiving background information on equity and community wellness approaches in other jurisdictions, key equity lens definitions and considerations, and to seek direction on a desired approach and outcomes for the City of Victoria. At that time, the recommendation from staff was to “*Direct staff to report back in early 2020 with a summary of Council input, as well a plan to further the equity lens discussions with equity seeking groups and the community as a whole in early 2020*”.

On January 16, 2020, Council received the summary of the October 2019 workshop. As part of the discussions at the Committee of the Whole, Council passed a motion to “*Direct staff to use the Council feedback from the equity workshop on equity values, guiding principles for framework development, equity considerations, and implementation considerations as a foundation for developing an equity lens*”, which removed the requirement to seek broad public input from equity seeking groups at this time.

In June 2020, *Resilience Planning* was retained through a competitive process to build on the work of *Licker Geospatial* to develop the City’s equity framework and lens, develop a process for a pilot project on democratic budgeting as well as governance recommendations for a lived experience advisory committee(s) Terms of Reference. As part of the scope of work being undertaken to develop the equity framework, a limited number of interviews with community serving organizations are being undertaken rather than broad community input on the framework given Council’s previous direction.

At the November 5, 2020 Committee of the Whole meeting, a second workshop with Council and the consulting teams provided an update on work underway related to the equity framework and timelines going forward. At that time, there was a request for staff to bring forward a report outlining the community interviews as an agenda item to a future Committee of the Whole meeting for Council input.

The following report provides this information. The desired outcomes of the interviews are as follows:

- Learn more about the organization, how they serve the community and which segments of the community access their services
- Gather information about the data they might collect, what kind of data, what data needs are important to them, where they would be interested in sharing or collaborating on data collection and sharing
- Understand how best to be in a relationship with the organization and how best to engage with the communities they serve going forward
- Determine the organization's interest and the interest of the communities they serve in participating in the 2022 Budget Pilot

Recent previous discussions with a variety of accessibility organizations such as SPARC BC and the Rick Hansen Foundation engaged through the development of the Accessibility Framework will inform future work, as well as previous discussions with the Community Social Planning Council that was engaged earlier this year on the equity initiative. The initial list of other potential community partners is as follows, and may expand based on the initial interviews:

- Support Network for Indigenous Women and Women of Colour
- Victoria Native Friendship Centre
- Aboriginal Coalition to End Homelessness
- Greater Victoria Coalition to end Homelessness
- Inter-Cultural Association of Greater Victoria (ICA)
- Chair in Transgender Studies, University of Victoria
- Rainbow Health Cooperative
- Immigrant and Refugee Centre Society (VIRCS)
- African Heritage Association of Vancouver Island (AHAVI)
- Island Health

## CONCLUSIONS

In addition to community partner interviews, staff across departments will be participating in workshops with the consultants to both understand the scope of the equity, diversity and inclusion initiatives, as well as provide input into the development of the framework. Staff are planning to bring forward the draft equity framework 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:** November 18, 2020