VICTORIA EQUITY FRAMEWORK

Committee of the Whole Presentation

June 9, 2022

RESILIENCE PLANNING

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WHAT WE DID

Background Document Review		Case Study Research		Equity Data Review + SLT Workshop #1		Case Study Interviews + Council Workshop	
JUN – AUG 2020	01	JUL – SEP 2020	02	JUL 2020	03	OCT-NOV 2020	04

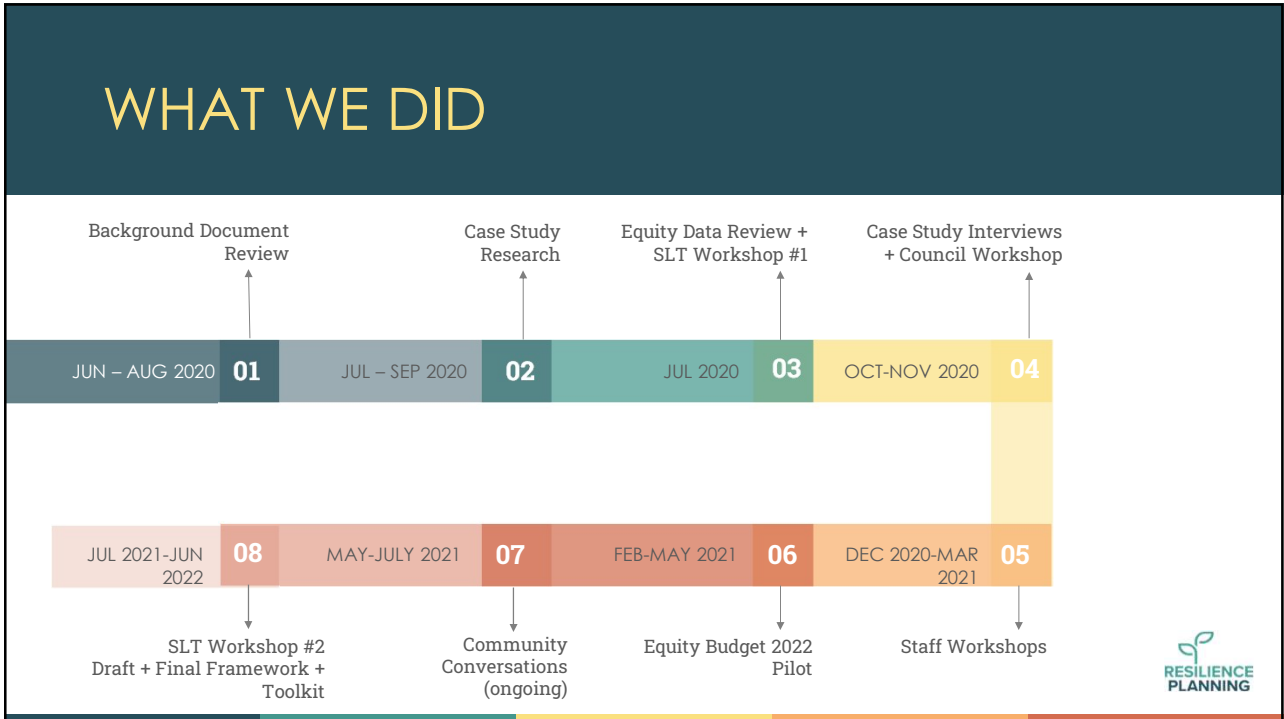| JUL 2021-JUN 2022	08	MAY-JULY 2021	07	FEB-MAY 2021	06	DEC 2020-MAR 2021	05
SLT Workshop #2 Draft + Final Framework + Toolkit		Community Conversations (ongoing)		Equity Budget 2022 Pilot		Staff Workshops	

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EQUITY DATA REVIEW

Reviewed almost 50 Equity indicators and landed on 17 across these themes:

- Economy
- Housing
- Environment + climate
- Access + transportation
- Demographics

jliconsultinghawaii.com

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CASE STUDY RESEARCH

- Staff equity training - City of Seattle
- Change teams - City of Seattle
- Racial equity toolkit - City of Portland
- Lived Experience Advisory Group - City of Toronto
- Youth Equity Strategy - City of Toronto
- Equity - Inclusion Lens Handbook - City of Ottawa
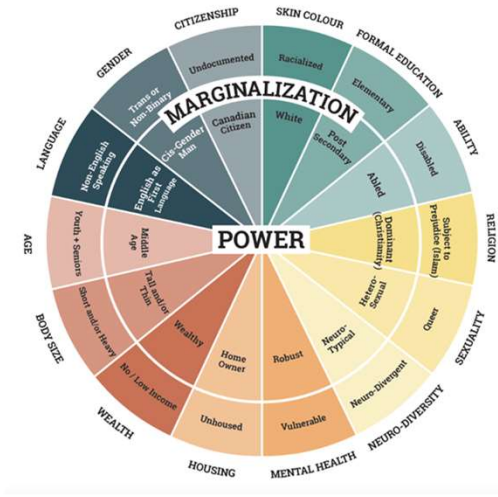- Equity Responsive Budgeting - City of Toronto

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STAFF WORKSHOPS

AGENDA

- Introducing Equity
- Activity: Where does your power reside?
- Targeted Universalism
- Community Profile
- Activity: Application of Equity
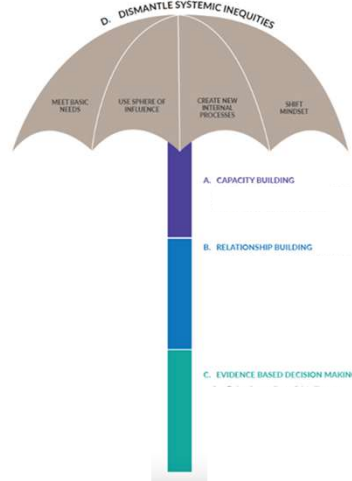- Budget Packages
- Next Steps

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GUIDING PRINCIPLES

- Decolonization
- Anti-Racism
- Disability Justice
- Gender Diversity
- Dignity

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PILLARS

A. Capacity Building

B. Relationship Building

C. Evidence Based Decision Making

D. Dismantle Systemic Equities

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CAPACITY BUILDING

Rationale

- Embedding equity requires new and different knowledge base, skills and experience

Objective

- Shift how the City thinks about governance, service provision and engagement

Priority areas

- Education, training, resources + tools
- Community of practice
- Capacity building in communities

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RELATIONSHIP BUILDING

Rationale

- Establishing real, meaningful relationships with communities results in equity being a true reflection of addressing needs

Objective

- Identify ways staff can build meaningful, reciprocal relationships internally and externally

Priority areas

- Build trust and reciprocal relationships
- Embed brace spaces principles
- Redefine and celebrate success
- Support community-drive equity
- Listen to communities and implement what you hear
- Create equitable opportunities for engagement/civic participation

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EVIDENCE BASED DECISION MAKING

Rationale

- In-depth understanding of the landscape, challenges and opportunities communities face

Objective

- Decisions are informed by comparative research and experiential evidence from communities that reflect historical and current realities

Priority areas

- Embrace a culture of data literacy
- Relating data to understand historical and contemporary patterns of inequity
- Embracing different types of data
- Embracing promising practices when working with data

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DISMANTLING SYSTEMIC INEQUITIES

Rationale

- Without being performative, understand root causes and work with communities to address the systemic barriers that often result in inequitable outcomes so communities do not continue to be systemically excluded from civic participation.

Objective
- To address systemic barriers in City policies, programs and processes, while supporting communities in creating the conditions for everyone to be able to thrive in Victoria.

Priority areas

- Meet basic needs

- Use your sphere of influence

- Create new internal processes

- Shift mindset to dismantle systemic barriers

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