

**ANTI-HATE, DIVERSITY AND INCLUSION ADVISORY COMMITTEE –  
SEPTEMBER 23, 2024**

**COMMUNICATIONS**

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**Distributed September 16, 2024**

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**Please note there may be further Communications.**

# Update - Inclusion and Community Outreach

Anti-Hate, Diversity and Inclusion Advisory Committee  
September 23, 2024



**C1.**

**Communication**

**Anti-Hate, Diversity and Inclusion**

**Advisory Committee – September 23, 2024**

**Item No. 1**

# Renewed Mandate

- ▶ Inclusion and Community Outreach business unit
- ▶ Moves to the City Manager's Portfolio within the Office of Communications and Economic Development
- ▶ Led by Manager, Inclusion and Community Outreach
  - Successful public recruitment undertaken over Summer 2024
- ▶ Welcome, Rouya Botlani!
- ▶ **Establish a matrix, integrated team across the entire corporation**

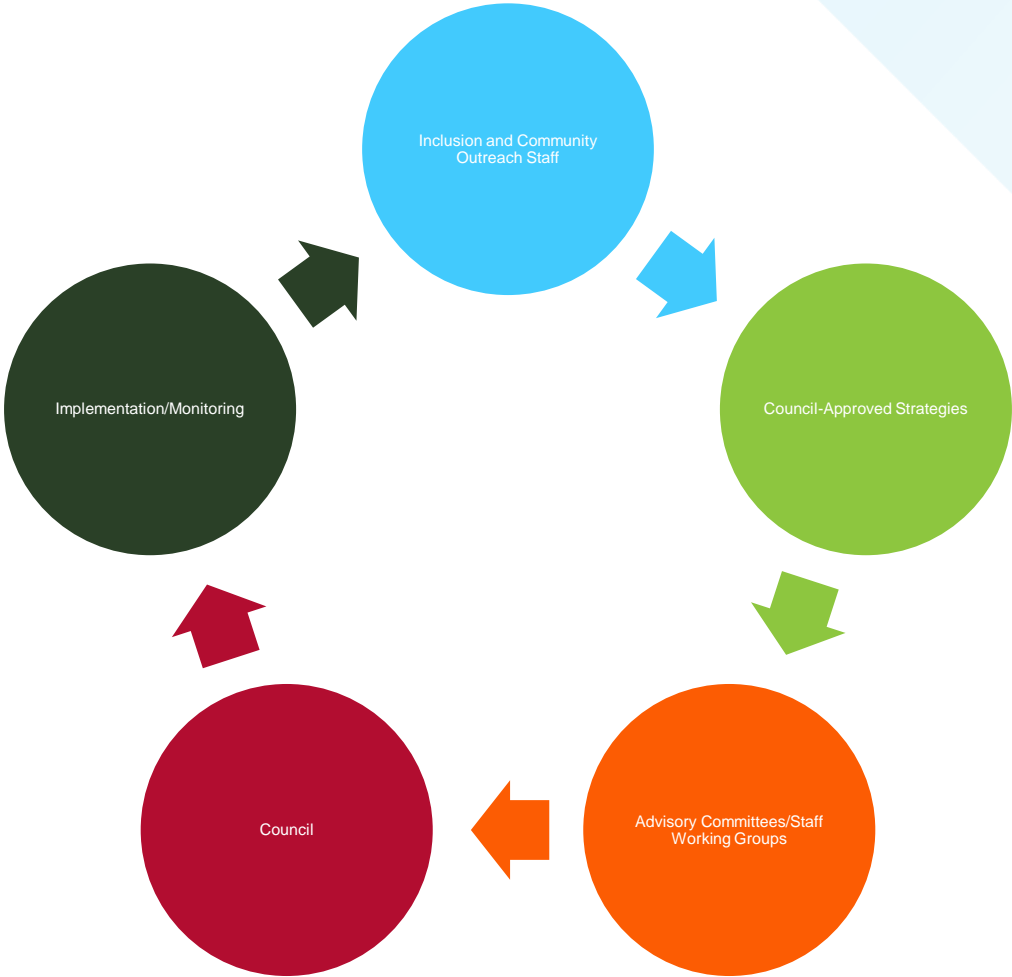
# Council-Approved Strategies

- ▶ **Establish a matrix, integrated team across the entire corporation.**
- ▶ Inclusion work guided by several main Council-approved documents including:
  - Diversity, Equity and Inclusion Plan 2022-2026
  - Addressing Anti-Black Racism Action Plan 2024-2031
  - 2023-2027 Multi-Year Accessibility Plan
- ▶ Alignment with 2022-2026 Term of Council Service Excellence Strategic Plan
- ▶ These enterprise-wide documents have recommendations that call on staff from all departments in the corporation to work together to ensure successful project management and implementation.

# Advisory Committees

- ▶ The Inclusion and Community Outreach business unit team are critical to informing and implementing the work of:
  - Vaughan City Council
  - City staff
    - Senior Leadership Team and Senior Leadership Team—Executive
  - Anti-Hate, Diversity and Inclusion Advisory Committee
  - Accessibility Advisory Committee
  - Special Advisory Committee on Anti-Black Racism

# Inclusion and Community Outreach Workflow



# Next Steps

- ▶ Onboarding of new Senior Advisor, Engagement (Inclusion and Community Outreach)
- ▶ Public recruitments:
  - Economic Development Officer
  - Recreation Lead, Events
- ▶ Development of a new Employment Equity and Cultural Transformation Specialist position



# Thank you!

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**Anti-Hate, Diversity and Inclusion**

**Advisory Committee – September 23, 2024**

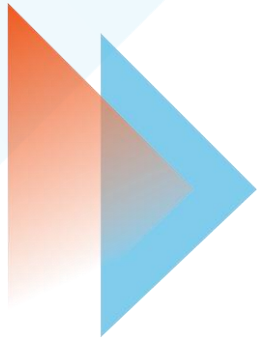
**Item No. 2**

# **Indigenous Relations at the City of Vaughan**

**Advancing Reconciliation**



# Agenda



1. Overview
2. Recent Initiatives & Engagement
3. Proposed Future Initiatives
4. Next Steps





# Land Acknowledgment

We respectfully acknowledge that the City of Vaughan is situated in the Territory and Treaty 13 lands of the Mississaugas of the Credit First Nation. We also recognize the traditional territory of the Huron-Wendat and the Haudenosaunee. The City of Vaughan is currently home to many First Nations, Métis and Inuit people today. As representatives of the people of the City of Vaughan, we are grateful to have the opportunity to work and live in this territory.



# TRC Calls to Action

## Role of Vaughan in Reconciliation

- ▶ In 2015, the Truth and Reconciliation Commission (TRC) issued 94 Calls to Action to address the legacy of residential schools and promote reconciliation between Indigenous and non-Indigenous peoples.
- ▶ Municipalities are encouraged to actively implement these recommendations.
- ▶ Several TRC Calls to Action focus on municipal initiatives, underscoring the critical role of local governments in reconciliation.
- ▶ Calls 43-47 highlight how municipalities can:
  - Support Indigenous rights
  - Build meaningful partnerships
  - Integrate Indigenous perspectives into governance and planning

# City of Vaughan's Commitment

- ▶ Focus on building strong relationships with Indigenous communities and addressing anti-Indigenous racism.
- ▶ Committed to integrating Indigenous priorities into city programs and services, guided by the Truth and Reconciliation Commission and the National Inquiry into Missing and Murdered Indigenous Women and Girls.
- ▶ Vaughan is located on Treaty 13 lands, home to the Mississaugas of the Credit First Nation (MCFN), who hold exclusive rights within the city.
- ▶ The Term of Council Strategic Plan (2022-2026) and the Diversity, Equity, and Inclusion Plan (2022-2026) outline the City's commitment to advancing reconciliation and strengthening Indigenous relations.

# Indigenous Presence

## ► Diverse Indigenous Communities

- Vaughan is home to a rich tapestry of Indigenous cultures, including the First Nations, Métis, and Inuit. These groups bring unique languages, traditions, and worldviews that are integral to Canada's cultural heritage.

## ► Historical and Ongoing Systemic Injustices

- Indigenous peoples in Vaughan and across Canada have faced centuries of systemic injustices, including the impact of residential schools, forced displacement from traditional lands, and the ongoing marginalization in policy and social systems.

# Challenges and Reconciliation

## ► Key Challenges

- **Cultural Identity:** The struggle to preserve Indigenous languages, traditions, and identity in the face of assimilation efforts.
- **Land Rights:** Restoring access to and stewardship of traditional lands remains a central issue.
- **Census Underreporting:** Due to historical distrust in government institutions, Indigenous populations may be underrepresented in census data, making it difficult to address their needs effectively.

## ► Path to Reconciliation

- **Acknowledgment of History:** A critical first step is recognizing and educating about the historical injustices faced by Indigenous peoples.
- **Policy and Partnership:** Collaboration between Indigenous communities and government is essential to creating policies that address inequalities.
- **Community Initiatives:** Local efforts in Vaughan, including land acknowledgments, cultural education, and community engagement, are helping to build bridges toward reconciliation.

# Core Priorities – Informing City Building

- ▶ **Consultation and Engagement:** Foster genuine, ongoing dialogue with Indigenous communities regarding decisions impacting their lands and rights.
- ▶ **Cultural Competency:** Enhance understanding and respect for Indigenous cultures and histories through targeted training and educational initiatives.
- ▶ **Reconciliation Efforts:** Advance reconciliation by addressing historical injustices and integrating equity principles into municipal policies.
- ▶ **Policy Development:** Develop and implement policies that incorporate Indigenous rights and perspectives within the municipality.



# Recent Initiatives & Engagements

# Collaboration with the Mississaugas of the Credit First Nation (MCFN)

- ▶ Ongoing work with the MCFN Department of Consultation and Accommodation and Vaughan's Policy Planning and Special Programs department continues to focus on land use, planning, and environmental assessments
- ▶ **Past Initiatives**
  - Updates to land acknowledgments
  - Recognizing National Day for Truth and Reconciliation and Orange Shirt Day
  - Installation of 'Every Child Matters' crosswalks
  - Hosting the Sisters in Spirit Day vigil, reflecting a shared commitment to awareness, reconciliation, and healing

# Exhibit on the War of 1812

## First Nations Perspective

- ▶ In honour of National Indigenous History Month in June 2024, this exhibit, loaned by the Mississaugas of the Credit First Nation (MCFN), was hosted at Vaughan City Hall and showcased the War of 1812 from a First Nations perspective.
- ▶ **Impact**
  - Fostered deeper understanding, reconciliation, and respect for Indigenous cultures
  - Provided Vaughan residents and city staff with meaningful insights into MCFN traditions and history
- ▶ **Alignment with TRC Calls to Action**
  - **Action 45iii:** Promoted respect for treaty relationships
  - **Action 57:** Supported professional development and training through advocacy





# Outcome of the War of 1812: First Nations Betrayed



# Relationship Guide

## Advancing Reconciliation and Indigenous Partnership

- ▶ To advance regional reconciliation and Indigenous partnership in line with Canada's Constitution Act, 1982, which recognizes and affirms Aboriginal and treaty rights.
- ▶ **Purpose**
  - Develop a Relationship Guide between Indigenous communities and the City of Vaughan.
  - Establish clear, respectful, and mutually beneficial guidelines for positive collaboration, cultural understanding, and effective communication.
  - Identify Indigenous Rights-Holders and Internal Stakeholders.
  - Offer training to staff on respectful and culturally sensitive engagement and ensure integration of these practices into organizational processes
- ▶ **Role of the Guide**
  - Serve as an internal foundational document to promote collaboration, respect, and inclusivity.
  - Cultivate a harmonious and mutually beneficial partnership.

# Upcoming Corporate Initiatives

Week of Monday, September 30<sup>th</sup> – Friday, October 4<sup>th</sup>

▶ **National Day for Truth and Reconciliation: September 30<sup>th</sup>**

- Encourage all City staff, the Mayor, and Members of Council to wear orange.
- Release of a special video by the Mayor.
- Provision of educational resources, including informative videos, to staff.
- Raise the 'Every Child Matters' flag to half-mast at City Hall, which will be illuminated in orange.

▶ **Lunchtime Learning Session: October 2nd**

- Staff are invited to an in-person learning session with Darin Wybenga, Heritage Interpreter for the Mississaugas of the Credit First Nation.

▶ **Sisters in Spirit: October 4<sup>th</sup>**

- A solemn occasion to remember and honour missing and murdered Indigenous women, girls, and 2-Spirit people across Canada.
- Provide staff with resources on violence against Indigenous women and girls and the MMIWG Inquiry.

# Potential Future Initiatives

# Potential Future Initiatives

- ▶ Memorandum of Understanding (MoU) between the City and the MCFN
- ▶ Educational Initiative: The Canadian Library Project
- ▶ Educational Initiative: The Moccasin Project
- ▶ Cultural Initiative: Regional Powwow at North Maple Regional Park



# Next Steps

- ▶ Advancing the Development of the Relationship Guide
- ▶ Continue Exploring Opportunities to Advance Reconciliation
- ▶ Engage with Local Indigenous Community Groups, Members, and Organizations



# Thank you!

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**Communication**

**Anti-Hate, Diversity and Inclusion**

**Advisory Committee – September 23, 2024**

**Item No. 3**

# Small Business Week 2024

# Agenda

- What is Small Business Week
- Theme – Why we focus on DEI
- Calendar Overview – How we are focusing on DEI

# What is Small Business Week

Small Business Week is a nationally recognized celebration of the contributions small businesses make to our local economies. The Business Development Bank of Canada (BDC) has led national small business week celebrations for 44 years.

The Vaughan Business and Entrepreneurship Centre hosts Vaughan Small Business Week every October to provide local Small and Medium Sized Enterprises (SMEs), and entrepreneurs access to the latest programs, best practices and networking opportunities.

Small Business Week events will take place virtually and include an in-person networking event. This series of virtual event is offered at no cost to entrepreneurs and will be delivered during the week of October 21 – 25, 2024.

# Theme – Why we focus on DEI

The City's Diversity, Equity and Inclusion (DEI) Plan identifies the vision that the City of Vaughan strives to foster a culture that is diverse, inclusive and equitable where all citizens, employees businesses and visitors are provided with accessible opportunities to engage and participate. The City recognizes that inclusion is an active, intentional, and continuous process to build a respectful and diverse community that ensures welcoming space and opportunities to flourish for all.

As part of a continuous effort to create welcoming spaces and opportunities, Small Business Week will focus on empowering businesses to become more inclusive, sustainable and resourceful through providing content on a variety of programs, practical tools and strategies to embrace diversity and inclusion and understanding cultural competence.



# Small Business Week 2024 Calendar

| Monday   | Tuesday   | Wednesday  | Thursday   | Friday  |
|--|---|--|--|---|
| <p>7:30 - 10:00 a.m. (In-Person)<br/>Location TBU  <br/><b>Kickoff Networking/Breakfast</b></p> <p><b>Speakers:</b> Mayor Del Duca   Jennifer Coletta Rashty, VCC   Amy Siu, BDC   Nicole Stibbe, Keynote: The Hidden Advantage: How Small Businesses Can Grow Through Inclusivity and Connection, Diversity Advocate</p> <p>Sponsor: BDC(Program Sponsor), VCC (Kickoff Co-host), TechConnex (Keynote Sponsor), Venue TBU</p> |   | <p>10 a.m. – 12:00 p.m. (in-person) <b>Break Barriers: Funding for Black-Owned Businesses with FACE Coalition and Networking</b></p> <p><b>Presenter:</b> Priscilla Iyari, Regional Marketing and Communications Outreach officer, Federation of African Canadian Economic</p> | <p>11 a.m. - 12:30 p.m. (Virtual) <b>Entrepreneur Essentials: Start-Up 101: Regulations, Registering &amp; Licenses</b></p> <p><b>Speaker:</b> Don De Los Santos, Manager, Economic Service, City of Vaughan</p> | <p>10 a.m. - 11 a.m. (In-person) @BDC Vaughan <b>Inclusive Entrepreneurship Program with Entrepreneurship Fundamentals</b> (Tentative)</p> <p><b>Presenter:</b> BDC</p> |
|  | <p>12 p.m. - 1 p.m. (Virtual) <b>Sustainable Business Development</b></p> <p><b>Speaker:</b> Professor Mark Terry, Consultant for the City of Vaughan's Social and Environmental Sustainability Program</p> | <p>2 p.m.- 3 p.m. (Virtual) <b>Introduction to the Vaughan Business Café</b></p> <p><b>Speaker:</b> Eliot Fenwick, Senior Program Manager, 10k Coffees</p>   | <p>2 p.m. - 3 p.m. (Virtual) <b>Mental Health 4 Small Business</b></p> <p><b>Presenter:</b> Vaughan Public Libraries</p>   |   |
| <p>6:30 p.m. - 8 p.m. (virtual) <b>Market Insights Made Easy: SimplyAnalytics</b></p> <p><b>Presenter:</b> Vaughan Public Libraries</p>  |   |  |  |   |

This is a tentative schedule and is subject to change.

\*Tentative lineups: YSpace, ChangeConnect, Workplace Safety & Prevention Services, VBEC EE:Business Plan Writing Tips

# Contact for more information

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