

SPECIAL COMMITTEE OF THE WHOLE – NOVEMBER 25, 2020

COMMUNICATIONS

Distributed November 24, 2020

		<u>Item</u>
C1.	Presentation material titled “ <i>Corporate Update: Diversity, Inclusion & Accessibility Initiatives</i> ”.	1
C2.	Presentation material titled “ <i>We are the ARD – Anti-Racism Directorate. A Conversation with the Special Committee of the Whole, City of Vaughan</i> ”.	1

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Please note there may be further Communications.

Corporate Update: Diversity, Inclusion & Accessibility Initiatives

Presentation by City Manager Jim Harnum
Special Committee of the Whole
Nov. 25, 2020

Term of Council Service Excellence Strategic Plan 2018-2022

The 2018-2022 Term of Council Service Excellence Strategic Plan reinforces the City of Vaughan's mission, vision and values, representing the core of how the administration will go above and beyond to deliver on Council's priorities through Service Excellence.

The Strategic Plan identifies the strategic priorities that the administration will focus on to support the City of Choice for both residents and businesses.

Mission

Citizens first through Service Excellence.

Vision

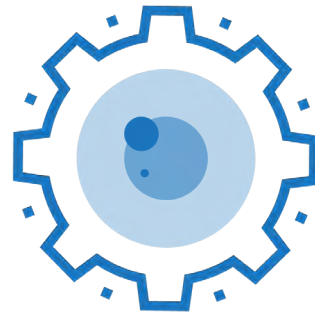
A city of choice that promotes diversity, innovation and opportunity for all citizens, fostering a vibrant community life that is inclusive, progressive, environmentally responsible and sustainable.

Values

Respect
Accountability
Dedication

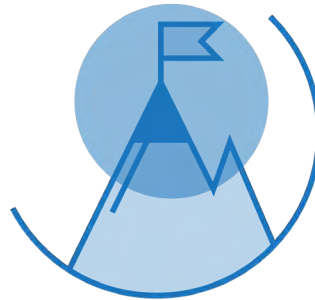


Vision, Mission, Values



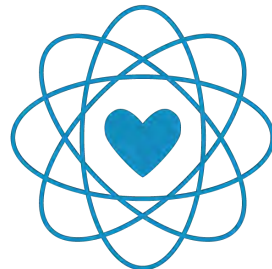
Vision

A city of choice that promotes diversity, innovation and opportunity for all citizens, fostering a vibrant community life that is inclusive, progressive, environmentally responsible and sustainable.



Mission

Citizens first through Service Excellence.



Values

Respect, Accountability and Dedication.

Strategic Priorities



Active, Safe and Diverse Communities:

- To ensure the safety and well-being of citizens, the City will commit to engagement and cohesiveness by supporting and promoting community events, arts, culture, heritage, sports and fire prevention awareness.



Staff Engagement:

- To ensure an engaged workforce, the City will continue to foster initiatives that create a positive work environment through staff development, and workplace health, safety and wellness with strengthened leadership, communication and engagement opportunities.

Community Engagement

Is fundamental to city-building and a Council priority



- Community Engagement Framework + Policy will outline a formalized process for, and commitment to, involving all citizens, businesses and stakeholders in conversations about municipal matters and decisions that interest and impact them
- Additional work includes:
 - 2021 Citizen Satisfaction Survey
 - A recent public survey on engagement

Diversity & Inclusion Task Force



As part of our ongoing engagement, two-way communication and listening efforts, Council has established the new Diversity & Inclusion Task Force.

The goal of the City of Vaughan Diversity and Inclusion Task Force is to provide guidance to the City in the development of policies that promote fairness, mutual respect and undoubted sense of inclusion among the diverse individuals, communities and stakeholder groups that compose its population.

Diversity and Inclusion Officer



The Diversity and Inclusion Officer is a senior-level, full-time permanent employment opportunity supported by the City's existing Accessibility and Diversity Co-ordinator. The new role resides in the Office of the Chief Human Resources Officer, reporting directly to the Chief Human Resources Officer.

Vaughan Inclusion Charter



The Inclusion Charter for York Region was developed in collaboration with York Region's Municipal Diversity and Inclusion Group (MDIG). The Charter promotes and celebrates human rights and accessibility and strengthens a sense of belonging for everybody in the community to ensure they all have access to the same opportunities. In signing the Vaughan Inclusion Charter, the City officially joins the MDIG along with other municipalities and organizations in the Region.

Vaughan Public Libraries

- VPL endorses Vaughan Inclusion Charter
- Programs & Services
- Enhancing Access
- Staff Engagement & Training
- Diverse & Multilingual Collections
- Diversity, Equity and Inclusion Working Group



Access Vaughan

Texnet

Access Vaughan has implemented the Textnet service and software that enables deaf, deafened, hard of hearing or speech-impaired citizens to more easily converse with us.

UbiDuo

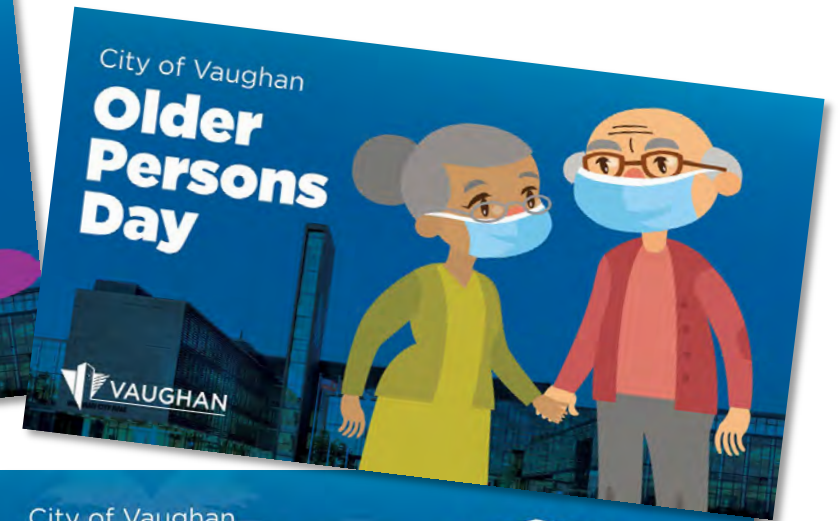
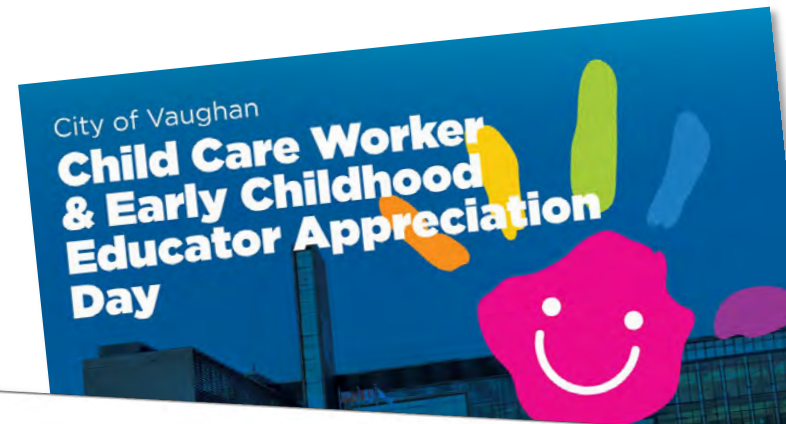
The UbiDuo is an in-person communication device for the deaf, deafened, hard of hearing or hearing or speech-impaired person.

Language Line

Language Line, is an over the phone interpretation system that provides verbal translation in over 150 languages and is available free of charge to citizens.



Proclamations & Flag Raisings



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Cultural Heritage Events



Indigenous Relations

- In 2017, Vaughan Council established a territorial acknowledgement to be read at the beginning of meetings.
- Draft MOU with Huron-Wendat to guide planning efforts.



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Vaughan gets Gold Certification for accessibility



**Vaughan gets
Gold Certification
for accessibility**

**Tune into virtual celebration
on May 25 at 1 p.m.**

vaughan.ca



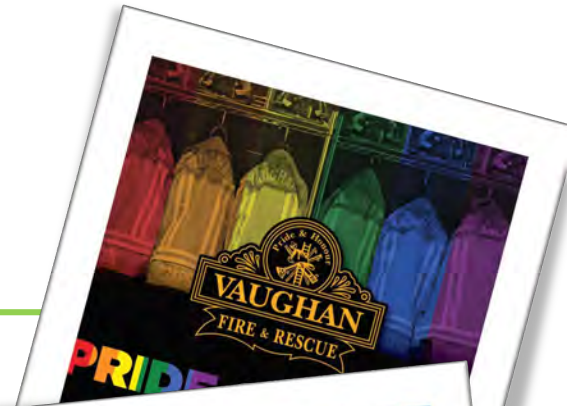
Rick Hansen Foundation  Accessibility Certification™



C1 SP CW Nov 25, 2020

Vaughan Fire and Rescue Service

- Gold Accessibility Certification for two Vaughan fire stations (7-4 and 7-10)
- Keynote presentation on diversity and inclusion in North American Fire Service
- Recognizing Gender Equality Week
- Advance anti-racism promising practices and inclusive leadership
- Taking part in Pride celebrations.
- High school outreach
- Community engagement and presentations
- Female Firefighter Camps



C1 SP CW Nov 25, 2020

Vaughan Accessibility Awards



Corporate Update: Diversity, Inclusion & Accessibility Initiatives

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Special Committee of the Whole
Nov. 25, 2020

THANK YOU

We are the ARD

Anti-Racism Directorate

A CONVERSATION WITH:
THE SPECIAL COMMITTEE OF THE WHOLE
CITY OF VAUGHAN

NOVEMBER 25, 2020

Communication - C 2
Special Committee of the Whole (Anti-Racism Initiatives)
November 25, 2020 - Item # 1

Changemakers start here.

Purpose

To present an overview of the province's anti-racism initiatives that work to build a more inclusive society, **identify, address and prevent systemic racism in government policy, programs, and services.**

Who we are. What we do.

Changemakers. Advancing racial equity.

The numbers tell the story.

On average
racialized
Canadians

**EARN
26%
LESS**

Black
students
are

2x

more likely than
white students to
be **suspended** at
least once during
high school

\$1.5B

As racialized
populations
grow, the
economic cost
of racism will
grow with it.

in annual lost earnings due to **wage
discrimination**

5x

more Indigenous
peoples were **in
custody** compared to
their population in
Ontario.

COVID-19

49% COVID-19 cases are in
neighbourhoods with high Black,
immigrant and racialized populations

Hardest hit:

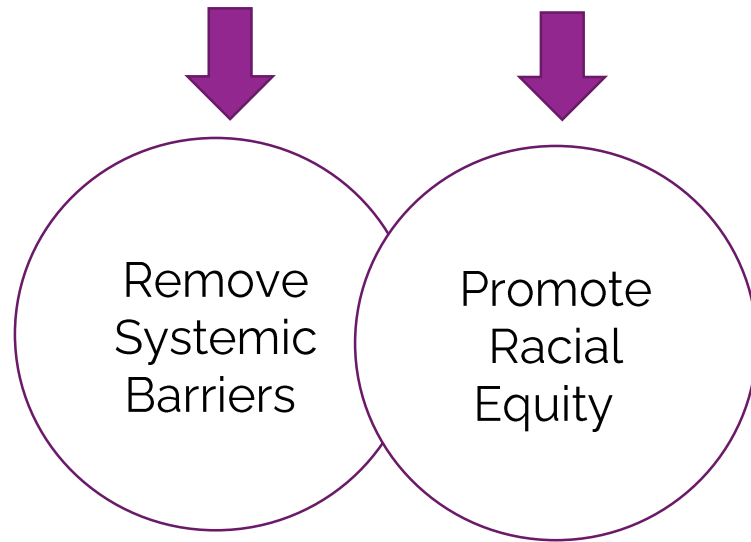
- low-income workers
- Immigrants
- Black and racialized people
- women

In 2018, **639** police-reported hate
crimes motivated by **religion** and **780**
police-reported crimes motivated by
hatred of a **race or ethnicity**.

Since the Covid 19 pandemic anti-
Asian racism has severely spiked.

Anti-Racism Directorate: What We Do

Address Systemic Racism and improve economic, social and well-being outcomes for all Ontarians



Focused on anti-Indigenous racism, anti-Black racism antisemitism, and those impacted by Islamophobia

The ARD:

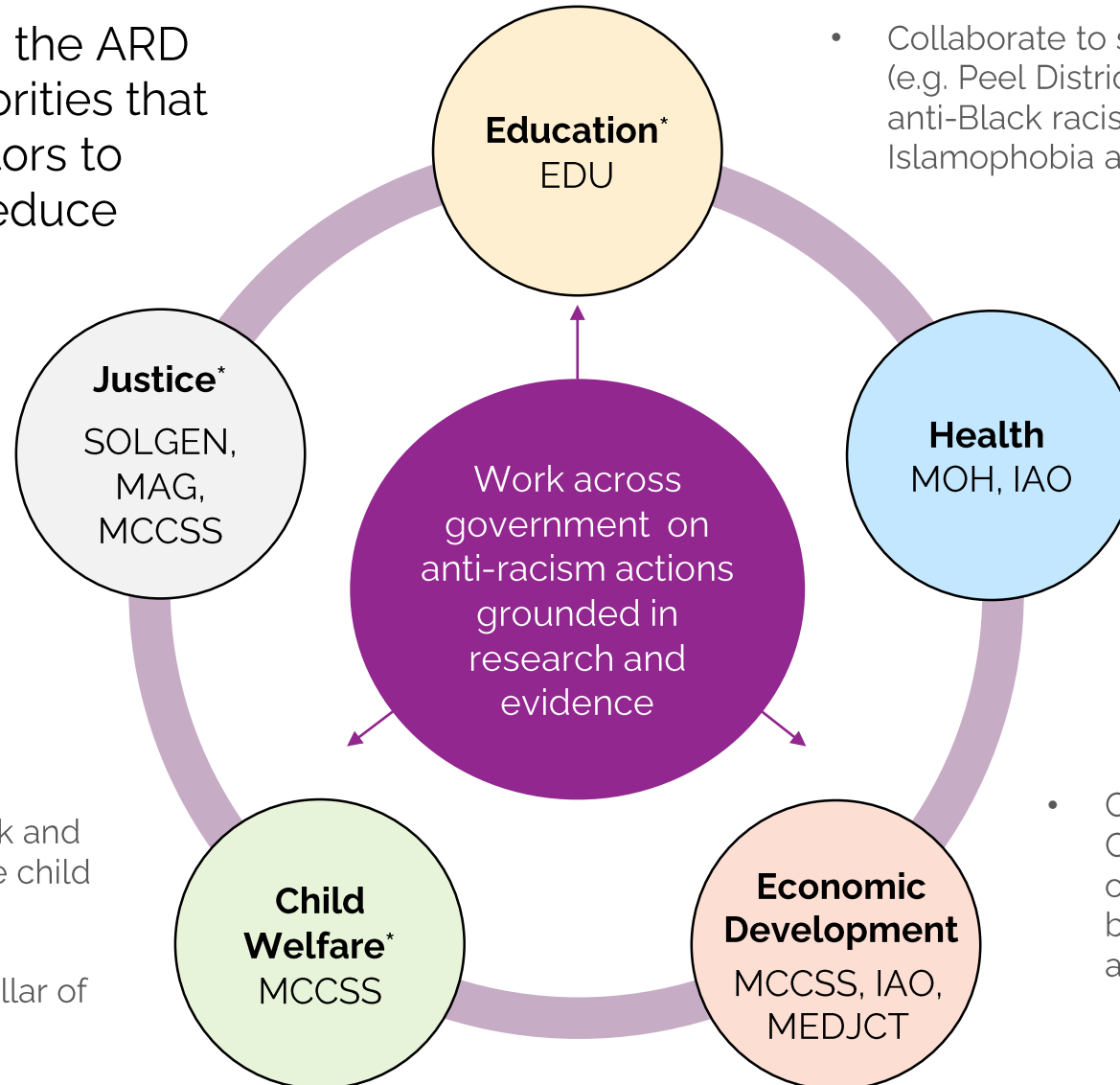
- Stewards the **Anti-Racism Act, O. Reg 267/18** and **Anti-Racism Data Standards**.
- Leads the development and implementation of **Ontario's anti-racism strategic plan**
- Oversees and supports the operationalization of the **Anti-Racism Data Standards**
- Provides **expertise, tools and resources** to build capacity to address systemic barriers and improve public services
- Collaborates with communities to support **targeted public education and awareness** initiatives
- Works **across governments and the broader public sector** to develop and implement anti-racism initiatives

An Integrated Approach

In collaboration with ministries, the ARD works to align government priorities that improve outcomes across sectors to address systemic issues and reduce racial disparities.

- Reduce over-representation of Black and Indigenous populations in corrections.
- Reduce over-policing of Black and Indigenous communities.

- Reduce over-representation of Black and Indigenous children and youth in the child welfare system.
- Support the equity and belonging pillar of the Child Welfare Redesign.



Reduce barriers to improved educational outcomes for Black and Indigenous students

- Collaborate to support broader public sector (e.g. Peel District Review), and awareness on anti-Black racism, anti-Indigenous, antisemitism, Islamophobia and anti-Asian racism.
- Collaborate on the effort to collect socio-demographic data, including race, related to COVID.
- Support mental health and addictions initiatives impacting Black, Indigenous and racialized communities.
- Collaborate with the Premier's Council on Equal Opportunities to overcome social and economic barriers faced by young Black and Indigenous people.

...and more.

*Sectors regulated under the *Anti-Racism Act, 2017*

We built a foundation to make changes that last.

The [*Anti-Racism Act, 2017 \(ARA\)*](#) created the framework to enable the government to address systemic barriers and advance racial equity.

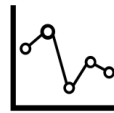
Deliver Anti-Racism Strategy



Include initiatives, targets, indicators and annual reporting.

Strategy to be reviewed at least every 5 years.

Collect Race Data



Develop data standards.
Authority to mandate data collection and compliance with the data standards in the public sector.

Rules to protect personal information.

Deliver an Anti-Racism Impact Assessment



Authority to mandate its use in the public sector.

Build in Oversight



Establish the ARD.

Identify a Minister Responsible for Anti-Racism.

Ontario's Anti-Racism Strategic Plan (2017-2022)



POLICY AND DATA FOR LASTING CHANGE

- Anti-Racism Strategy
- Disaggregated Race Data Collection Framework and Guidelines
- Anti-Racism Impact Assessment Framework



BUILD IN ACCOUNTABILITY

- Publicly Report* on Progress of Strategy implementation



RAISE AWARENESS

Targeted campaigns

Anti-Black racism

Anti-Indigenous racism

Islamophobia

Antisemitism



COLLABORATE WITH PARTNERS

Form strategic partnerships to maximize impact

Minister's Anti-Racism Consultation Group

Annual Anti-Racism Conference



POPULATION-SPECIFIC INITIATIVES

Created strategies for populations experiencing the most critical forms of systemic racism

Anti-Black Racism Strategy

Indigenous-focused Anti-Racism Strategy

Ontario Public Service Anti-Racism Strategy

GUIDING PRINCIPLES

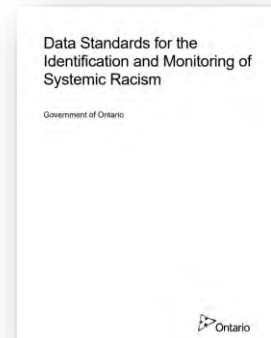
Systemic Focus | Collective Impact | Targeted Universalism | Intersectionality | Inclusive | Evidence-based | Sustainability

LEGISLATIVE COMMITMENTS



Anti-Racism Strategic Plan (2017-2022)

- Targets and indicators released in September 2019
- Progress report published September 2020
- Strategy to be reviewed at least every five years



Anti-Racism Data Standards

- Established in April 2018
- Regulated sectors: Child Welfare, Justice and Education must begin collecting and reporting race-based information
- Drive evidence-based decision-making
- Ministry of Health collecting race data to assess impacts of COVID-19
- Resources and tools to support implementation (e.g., technical briefings, informational video, Cultural Safety Toolkit)



Anti-Racism Impact Assessment Framework

- Creating a proactive assessment framework
- Community representatives provided advice
- Through the framework, taking the next step to examine how different groups could be affected by programs and policies



Public Education and Awareness

- To increase the awareness on the impact of racism and hate we have partnered with community organizations to fund community-led initiatives, including research, campaigns, educator toolkits and workshops.
- In July 2020, the government announced a **\$1.6 million investment** over two years to collaborate with communities and co-create a new **Anti-Racism and Anti-Hate Grant Program**.
- This fall, we are launching community engagement to inform development of the grant program with a focus on anti-Black racism, anti-Indigenous racism, antisemitism, Islamophobia and other racialized communities.

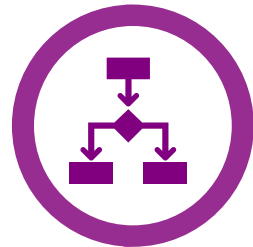
Ontario Public Service - Anti-Racism Actions

Steps we are taking to become an inclusive and anti-racist organization



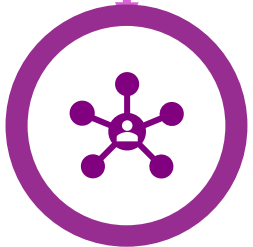
Anti-Racism Competency and Capacity Building

- All deputies and their executive teams must take anti-racism training by the end of 2020.
- Mandatory anti-racism training for all staff, managers and HR practitioners will be ready to roll out by end of March 2021.
- Anti-racism digital training will be available to political staff as part of their onboarding program by the end of March 2021.



Senior Leadership Diversification

- Work with ministries to increase the representation of Indigenous, Black, and racialized employees in various pathways to leadership. Continue to use annual Deputy Minister Diversity and Inclusion Scorecards to inform Deputy Minister performance conversations to incentivize accountability for results.
- Publish corporate-level results on the diversification of senior leadership on an annual basis.



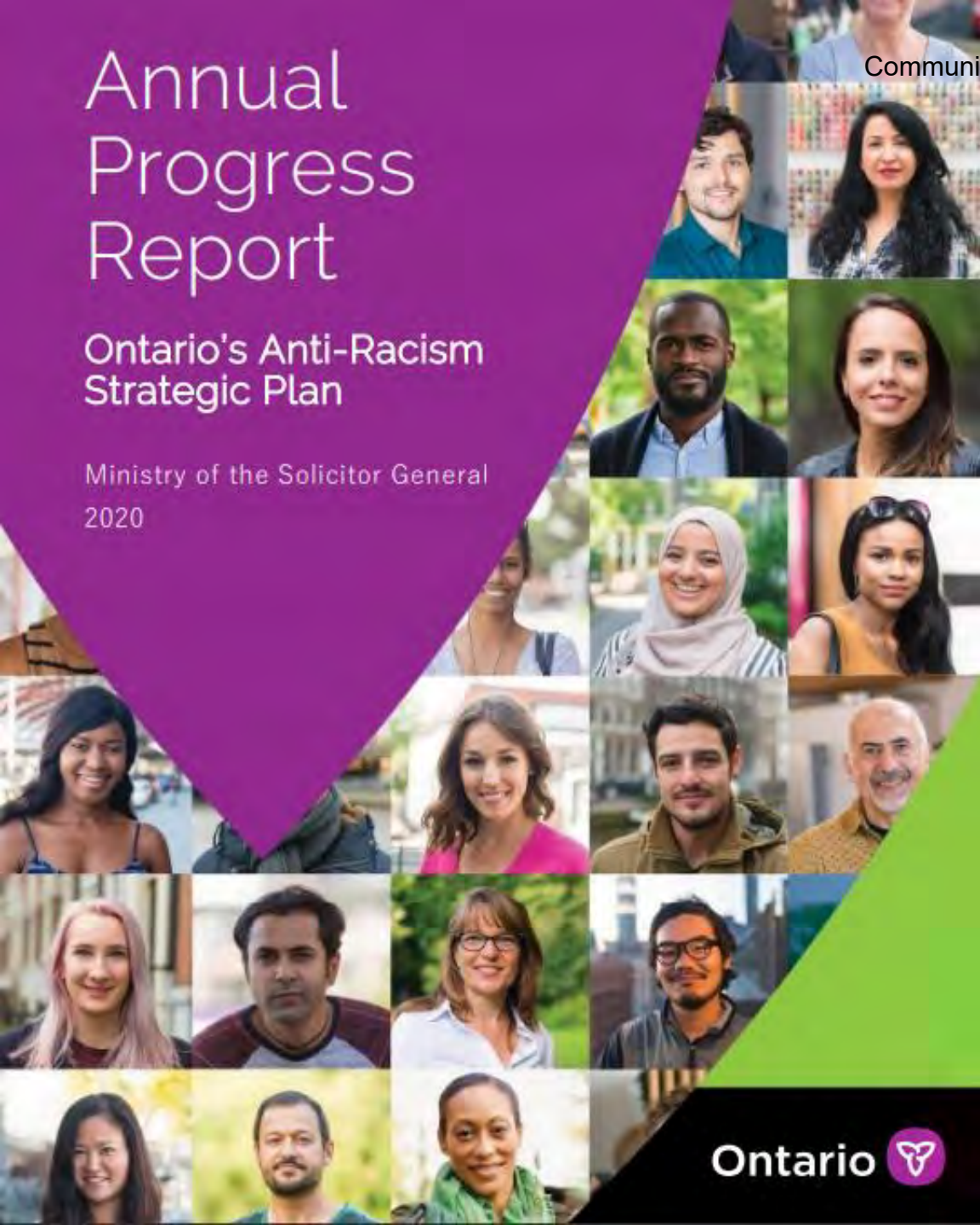
Inclusive Policies, Programs and Practices

- Strengthen our data collection and reporting by starting to collect voluntary socio-demographic data in WIN. Focus on promoting the importance of self-reporting, the collection of and use of data to drive racial equity outcomes.
- The comprehensive Third Party Review, was launched in August 2020 which includes a focus on anti-Black racism and anti-Indigenous racism.
- In alignment with the OPS Anti-Racism Action Plan to be launched Fall 2020, ministries will report their specific implementation plans by March 31, 2021.

Annual Progress Report

Ontario's Anti-Racism
Strategic Plan

Ministry of the Solicitor General
2020



Taking Action. Making Progress.

Visit Ontario.ca/antiracism for a comprehensive progress report on Ontario's anti-racism strategic plan.

We are the ARD.

Connect with us.

WEB

[Ontario.ca/antiracism](https://ontario.ca/antiracism)

TWITTER

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