

**CITY OF VAUGHAN
DIVERSITY AND INCLUSION TASK FORCE
AGENDA**

This is an Electronic Meeting. The Council Chamber will not be open to the public.

Thursday, May 20, 2021

6:30 p.m.

Electronic Meeting

Vaughan City Hall

	Pages
1. CONFIRMATION OF AGENDA	
2. DISCLOSURE OF INTEREST	
3. COMMUNICATIONS	
4. DETERMINATION OF ITEMS REQUIRING SEPARATE DISCUSSION	
1. DRAFT DIVERSITY, EQUITY AND INCLUSION STRATEGIC PLAN AND COMMUNITY CONSULTATION Discussion item.	3
2. VAUGHAN COMMUNITY HEALTH CENTRE'S HIGH PRIORITY COMMUNITIES STRATEGY - MEMBER'S RESOLUTION OF MAYOR BEVILACQUA Information item.	4
3. THE STAFFBASE DIVERSITY & INCLUSION GUIDE Information item.	18
4. REFLECTING ON RACISM & DISCRIMINATION – A MONTHLY LECTURE SERIES – SESSION 4: IMPACT OF SYSTEMIC RACISM Information item.	20

5. FIRST NATIONS UNIVERSITY OF CANADA AND BMO -
NISITOHTAMOVIN
Information item.

21

5. ADOPTION OF ITEMS NOT REQUIRING SEPARATE DISCUSSION
6. CONSIDERATION OF ITEMS REQUIRING SEPARATE DISCUSSION
7. NEW BUSINESS
8. ADJOURNMENT

Committee of the Whole (1) Report

DATE: Tuesday, June 1, 2021

WARD(S): ALL

TITLE: DIVERSITY, EQUITY AND INCLUSION STRATEGIC PLAN AND
COMMUNITY CONSULTATION

FROM:

Enter any content that you want to repeat, including other content controls. You can also insert this control around table rows in order to repeat parts of a table.

ACTION: FOR INFORMATION

Purpose

To advise of the forthcoming Diversity, Equity and Inclusion Strategic Plan which aims to foster a culture that is inclusive and respectful, where all citizens, employees, businesses, and visitors are provided with accessible opportunities to engage and participate. Staff will initiate a community consultation process to inform the development of part of the larger Diversity, Equity and Inclusion Strategic Plan to address racism, particularly anti-Black racism.

Recommendation

1. That this report be received for information.

Prepared by

Zincia Francis, Diversity & Inclusion Officer.

CITY OF VAUGHAN**EXTRACT FROM COUNCIL MEETING MINUTES OF APRIL 20, 2021**

Item 13, Report No. 14, of the Committee of the Whole, which was adopted without amendment by the Council of the City of Vaughan on April 20, 2021.

13. PUBLIC INFORMATION SUPPORT FOR THE VAUGHAN COMMUNITY HEALTH CENTRE'S HIGH PRIORITY COMMUNITIES STRATEGY

The Committee of the Whole recommends:

- 1) That the recommendation contained in the following resolution of Mayor Bevilacqua, dated April 7, 2021, be approved; and**
- 2) That the presentation from Ms. LoAn Ta-Young, Acting Executive Director, Vaughan Community Health Centre, be received.**

Member's Resolution

Submitted by Mayor Bevilacqua

Whereas, on March 17, 2020 Vaughan became the first city in Ontario to declare a state of emergency and the first municipality in York Region to do so; and

Whereas, it is imperative that all parts of our community are represented, informed, and engaged about public health measures and support services related to COVID-19; and

Whereas, on Dec, 21, 2020, the Ontario government announced the implementation of the High Priority Communities Strategy which provides funding to local community agencies to deliver key interventions for communities significantly impacted by COVID-19; and

Whereas, Vaughan Community Health Centre (VCHC) is the lead agency to carry out the High Priority Communities Strategy in Vaughan. The VCHC is a not-for-profit, community-governed organization that provides clinical and social services with a primary focus on residents of Western and Northern York Region. The organization serves populations facing barriers to accessing health care with a focus on youth, seniors, and people with mental health and addiction issues. Services are provided in different languages within a safe, accessible, and comfortable environment.

Whereas, the High Priority Communities Strategy supports communities disproportionately affected by COVID-19 and is comprised of three pillars, including:

- 1. Tailored community outreach and engagement to enhance awareness of the services and supports available.**
- 2. Increased access to testing.**

.../2

CITY OF VAUGHAN**EXTRACT FROM COUNCIL MEETING MINUTES OF APRIL 20, 2021****Item 13, CW Report 14 – Page 2**

3. Wraparound supports using a case management approach to connect individuals and families with available services, such as groceries, emergency financial assistance, self-isolation facilities and more; and

Whereas, VCHC is working to implement the three pillars to support the residents of Vaughan and is requesting further communications support to raise awareness about the organization's service offerings.

It is therefore recommended:

1. That the City of Vaughan partner with VCHC to promote the availability of VCHC COVID-19 related services leveraging the City's corporate communications channels and through the Access Vaughan Contact Centre; and
2. That this resolution and attachments be forwarded to the City's Diversity and Inclusion Task Force to be shared with members; and
3. This resolution is shared with York Region Council.



MEMBER'S RESOLUTION

Committee of the Whole (1) Report

DATE: Wednesday, April 07, 2021

**TITLE: PUBLIC INFORMATION SUPPORT FOR THE VAUGHAN
COMMUNITY HEALTH CENTRE'S HIGH PRIORITY
COMMUNITIES STRATEGY**

FROM:

Mayor Maurizio Bevilacqua

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Whereas, the High Priority Communities Strategy supports communities disproportionately affected by COVID-19 and is comprised of three pillars, including:

1. Tailored community outreach and engagement to enhance awareness of the services and supports available.
2. Increased access to testing.
3. Wraparound supports using a case management approach to connect individuals and families with available services, such as groceries, emergency financial assistance, self-isolation facilities and more; and

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Attachments

1. High Priority Communities Strategy [Presentation](#)
2. VCHC Testing Centre and Available Support [Flyers](#)

Attachment 1



High Priority Communities Strategy

March 29, 2021

Background

1. On December 21, 2020, province of Ontario announced the implementation of the High Priority Communities Strategy funding.
2. Funding is provided to local community agencies to deliver key interventions for communities impacted greatly by COVID-19.
3. Racially diverse, newcomer and low-income communities have been disproportionately impacted by COVID-19. Due to the social determinants of health factors, they are facing complex barriers to accessing healthcare and social services. And they need specific supports to enact core Covid-19 prevention measures.
4. York Region Public Health has used postal code data and levels of marginalization to identify “hot spots” for Covid-19 transmission. The City of Vaughan has been identified as a high priority community and a “hot spot” with high positivity rate and lower testing rate.
5. The Vaughan Community Health Centre (VCHC) has been selected as the lead agency to implement the Strategy funding in Vaughan.

3 Pillars



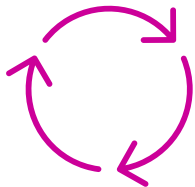
Community Outreach and Education

- Tailored community outreach and engagement.
- Enhance awareness of the services and supports available.



Access to Testing

- Increased access to testing tailored to the unique needs of the community



Wraparound Supports

- Wraparound supports using a case management approach to connect individuals and families with available services, such as groceries, emergency financial assistance, voluntary isolation centre and more.

Community Outreach and Education

Engaged organizations that are serving vulnerable and marginalized populations in Vaughan to form the **Vaughan COVID-19 Response Coalition**.

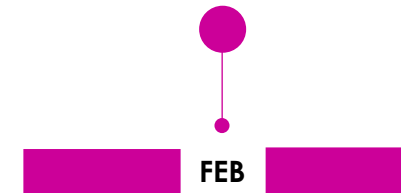


Conducted 8 focus groups with 85 residents served by Coalition members

Learned about effective ways to provide Covid information, barriers in accessing testing and wraparounds supports.

In partnership with the Region of York, held a focus group with organizations serving the Black community in York Region

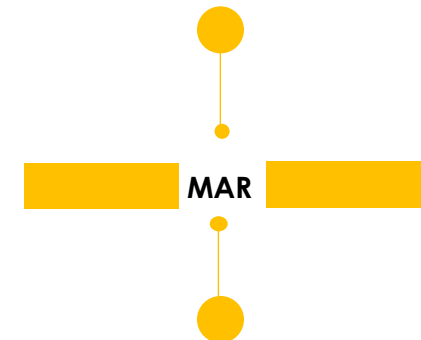
Recruited 12 Community Ambassadors with ties to seniors, youth, South Asian and Black communities.



Key Covid-19 information is translated into multiple languages

Outreach strategies include community ambassadors, ads in local and ethnic newspapers, radio, YR website and staff, 3C Service Partners Table, family physician offices, Coalition members, City of Vaughan councillors.

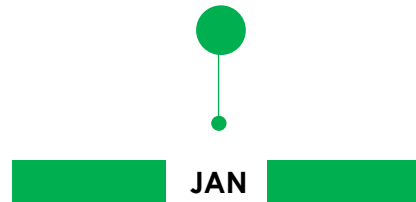
Created Community Ambassador subgroups to focus on reaching the South Asian and Black communities



- 2,599 community residents reached
- 7,726 social media users reached
- 451 PPE Kits Distributed

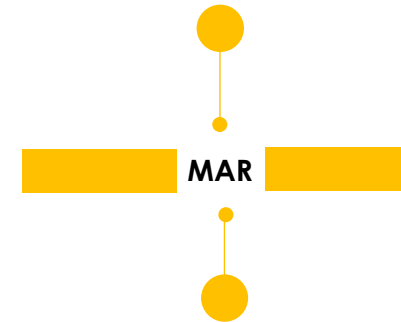
Access To Testing

- Identified location for testing site: 9401 Jane Street.
- Strategy informed via community engagement.



- Established a COVID-19 Information Line.
- Opened the **Vaughan CHC Community Testing Centre** at 9401 Jane Street on February 22, 2021

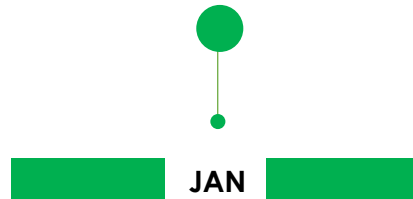
- As of Mar. 24, 344 individuals tested; 28 positive (8% positivity)
- 380 calls received to the Information Line



- Provide interpretation and transportation support to testing centre.
- Positive cases: Nurse Practitioner follow-up, referrals to Case Managers.

Wraparound Supports

- Vaughan COVID-19 Response Coalition established.

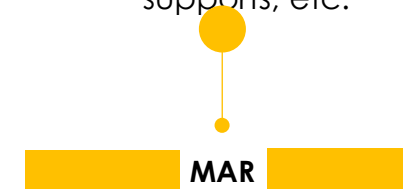


- Partners supporting community members with transportation, access to food, mental health, harm reduction supplies and more.



- Case Managers hired
- Referral pathways to services established to support community members

- Supports for community members who need to self-isolate or tested positive: financial resources, food access, mental health, social supports, etc.



- Supporting individuals with any questions related to COVID-19 including vaccinations.

Next Steps & Our Ask

Continue to support the Vaughan community:

1. Funding for the High Priority Communities Strategy will be extended for another 6 months
2. Provide accurate and up-to-date information about COVID-19, including vaccinations; support the vaccine rollout activities
3. Conduct COVID-19 testing at the VCHC location
4. Provide wraparound supports for individuals affected by COVID-19

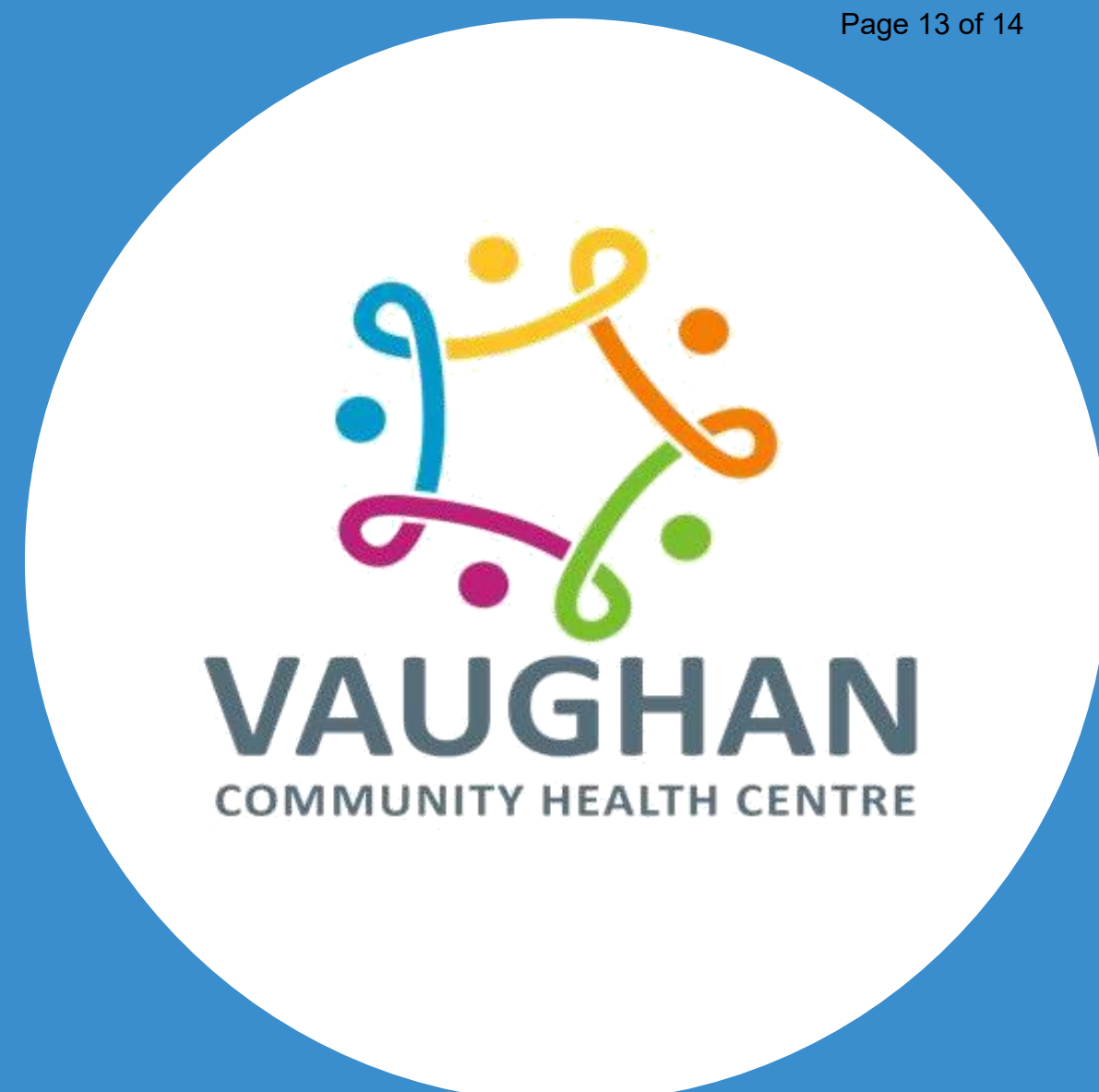
Our Ask: looking to establish a direct line of communication with the City of Vaughan in order to:

- Promote the availability of services (i.e. on the City's website)
- Obtain referrals for community members affected by COVID-19 (i.e., from Access Vaughan)

Thank You!

Free Support and Help is Available.

If you have COVID-19 or need
support isolating, we can help.



Information on testing
locations, staying safe
and protecting your
family



Safe and designated
isolation centre



Emergency Financial
Assistance



Delivery of meals
and groceries



Masks and sanitizer
kits



Social check-ins,
virtual group
programs and more

Contact Us

Have questions about COVID-19 or supports available when testing?



905-226-7332



@vaughan.vchc



www.vaughanchc.com



@vaughan_chc

Scan me!



VAUGHAN COVID-19 TESTING



Vaughan Community Health Centre

9401 Jane Street, Suite 106
(Unit 9) Vaughan, ON

Hours

Mondays | Fridays
12:30 – 5:30 p.m.

Visit

www.vchc.simplybook.me

or call 905-226-7332 to book
an appointment.

*If you have
any
symptoms, or
think you
may have
been in
contact with
someone with
COVID-19, get
tested.*



Ontario Health
Central

The Staffbase Diversity & Inclusion Guide

This guide provides specific actions you can take to improve Diversity & Inclusion policy in your workplace!



1 Educate Your Employees

Create learning tools to refresh your employees on current best practices when navigating workplace issues of diversity and inclusion. There are plenty of free online courses available from sources like [Grovo](#), [Udemy](#), [Coursera](#), and [Microsoft](#) to utilize, or use as a template to model your own tailored program after.



3 Use Inclusive Language

Build your knowledge of the expanding vocabulary surrounding D&I issues with the many free glossaries and dictionaries available online. We like [this one](#).

Even better, practice introducing yourself to members of your community in an inclusive, respectful way. This can be as simple as: "Hi, I'm Taylor, and I go by 'she/her' pronouns. How about you?" Don't be nervous about making mistakes. They will happen and it's totally fine so long as you're conscientiously making an effort.



5 Utilize Employee Engagement Surveys

There are a considerable number of employee engagement survey tools with various analytical and content capabilities. At Staffbase, we offer our customers the ability to easily take [quick pulse surveys](#) of their entire staff.

Some sample questions might include:

1. I feel like I belong at [company]
2. I can voice a contrary opinion without fear of negative consequences
3. Perspectives like mine are included in decision making
4. My company believes that people can greatly improve their talents and abilities
5. Administrative tasks that don't have a specific owner are fairly divided

Compare your results to these [benchmark figures](#) provided by Culture Amp to get a better understanding of your D&I strategy performance.



2 Don't Rely on One-Sided Communications

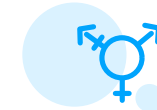
Create an open, low-stakes forum for discussion between all employees, be it a regular in-person meeting or a digital space. While existing internal tools like email will be [inadequate](#) towards this end, an employee-centric comms platform with a high adoption rate like [Staffbase](#) is your best friend.

We're not trying to make a hard sell here—we genuinely care about creating a space for conversations like these, and all the data supports the [benefit](#) of an employee app.



4 Get Leadership to Commit

The unfortunate reality is that DE&I isn't always a top priority for members of the C-Suite. As an internal communicator, it's your job to convince them and demonstrate the value of a comprehensive DE&I strategy. Here's the supporting information you might need to make your case:



→ According to a [Deloitte survey](#), **75 percent of millennials** believe an organization is more innovative when it encourages a culture of diversity and inclusion, and are more likely to quit if a company does not meet their standards.

→ A [report from McKinsey](#) examining data from 366 public companies across a range of industries in Canada, Latin America, the United Kingdom, and the United States discovered that:

Companies in the top quartile for racial and ethnic diversity are **35 percent more likely** to outperform national industry medians.

Companies in the top quartile for gender diversity are **15 percent more likely** to outperform national industry medians.

In the United States, there is a **linear relationship** between racial and ethnic diversity and better financial performance: for every 10 percent increase in racial and ethnic diversity on the senior-executive team, earnings rise **0.8 percent**.



How Our Customers Are Implementing an Empathetic Comms Strategy with a Staffbase Solution

For a one-stop tool to accomplish **all** of these DE&I goals, we recommend using an employee app like Staffbase—a powerful mobile employee engagement platform located conveniently on your personal device. With a Staffbase app you can:

Educate new employees on D&I policy with onboarding training materials and the Trainee Blog.

Facilitate conversation among workers with group messaging, peer-to-peer help channels, and the Share Your Story function.

House HR content like D&I term glossaries.

Engage leadership in meaningful ways with the Ask the CEO function.

Create employee surveys to measure the opinions of your workforce.

Dreams

Meagan uses a Staffbase app to highlight the success of her employees and build a strong sense of culture in her healthcare workforce.

“Launching the app has helped our employees feel more valued, more appreciated, and more important overall.”

- Meagan Kowalski,
Director of Planning, Community
Relation & Marketing for Iredell
Health System

Ali Atkin's app features an “Ask Us Anything” channel where employees are able to submit questions anonymously, and they're answered publicly on a weekly basis by the CEO and senior management.

“It provides that really open forum for people to ask questions that they might otherwise not.”

- Ali Atkin,
Head of Communications for
Dreams



**All of this and more, with the tap of a button.
Learn more or book a demo at staffbase.com**

Reflecting on Racism & Discrimination



a monthly lecture series

Session 4

**Impact of Systemic
Racism**

Thursday, May 27

7:00pm

**Presented by
Donna Walwyn**

**Attorney at Law and
Chief Executive Officer at
The Fairway Group**

 **Register on Eventbrite**

**Session 5
June 22 @ 7:00 pm**

**The Educational and
Social Costs of Life in the
Suburbs for Black Youth**

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