

Diversity, Equity and Inclusion Plan

Multi-Year Action Plan



Vision

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.



Mission

- ✓ Identify and address forms of discrimination that create barriers to equity and inclusion in the workplace
 - ✓ Implement programs, initiatives and services that recognize the diversity of the City of Vaughan
 - ✓ Work towards fairness, social justice, and nondiscrimination
- ✓ Identity and address inequities in access to service, community, and civic engagement including
 - Develop a strategic plan to foster a meaningful relationship with Indigenous communities and advance reconciliation
 - Develop a strategy to address anti-Black racism
 - Work with equity-deserving groups to counter historical, attitudinal, structural, systemic, and institutional practices that inhibit inclusivity
 - Embed strategies toward achieving gender parity in management and senior leadership levels



Roles and Responsibilities

Ensuring that we have a workplace and City that is diverse, inclusive and equitable is everyone's responsibility.



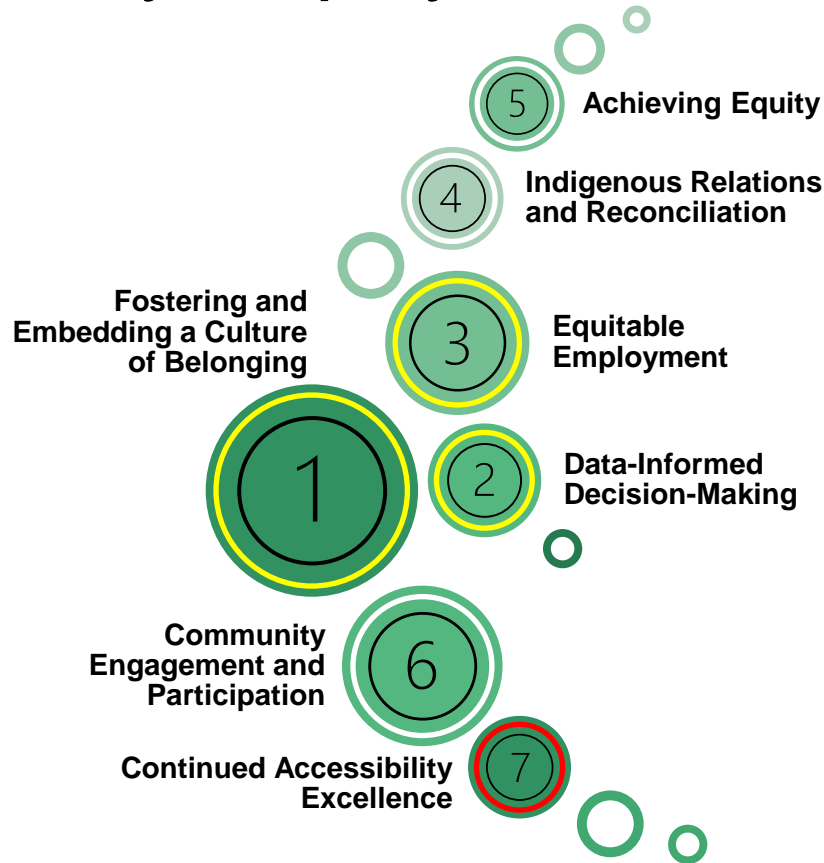
All Staff

- “ • Uphold all human rights under the Canadian Charter of Rights and Freedoms and Ontario Human Rights Code.
- Make diversity, equity, and inclusion part of their everyday workplace practices. Support the work to advance diversity, equity, and inclusion.

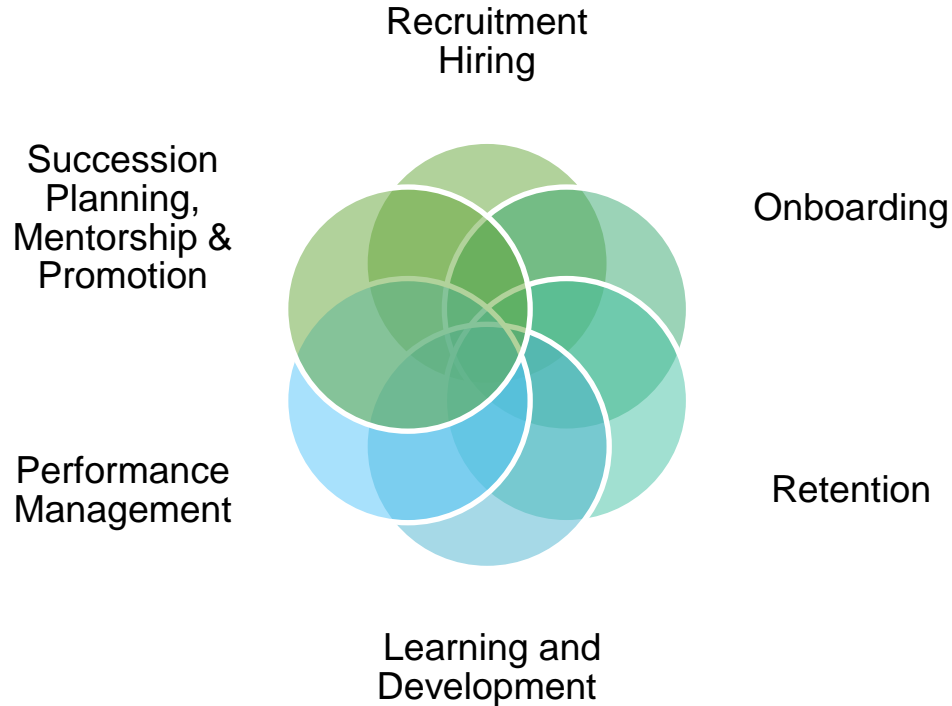




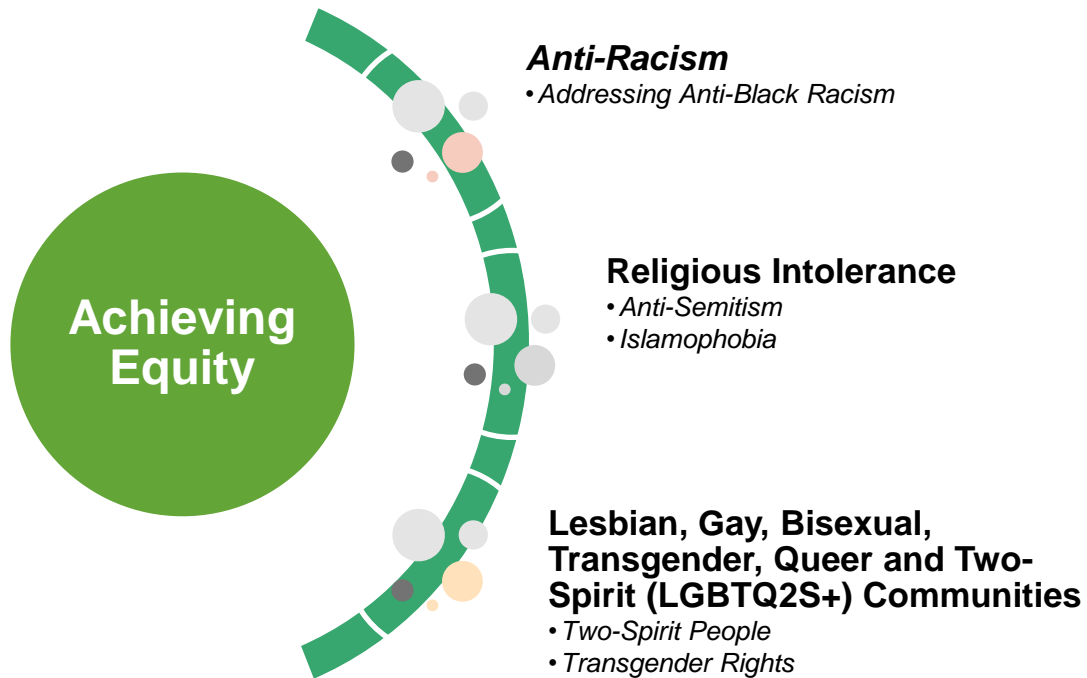
Diversity, Equity and Inclusion Plan



Equitable Employment: Employee Life Cycle



Achieving Equity



Continued Accessibility Excellence

Develop Multi-Year Accessibility Plan (2023-2026)

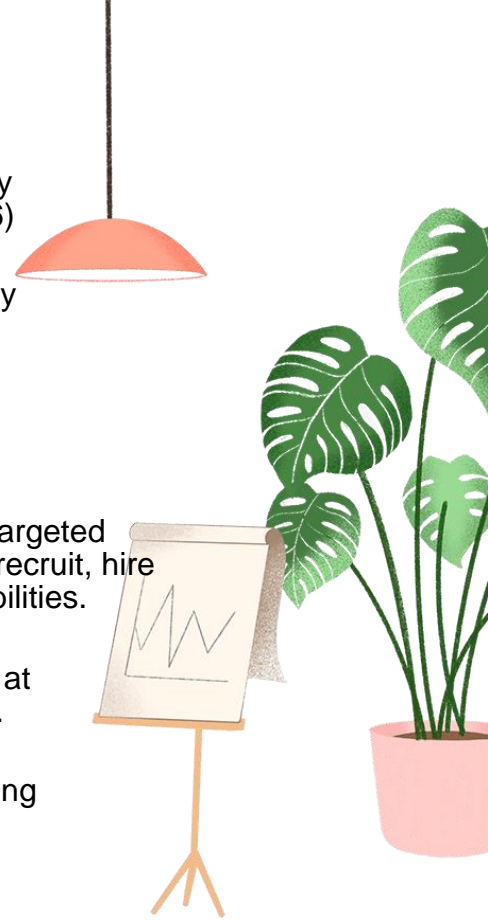
Continue to support and lead existing accessibility initiatives & events.

Ensure all new employee onboarding materials are in accessible format.

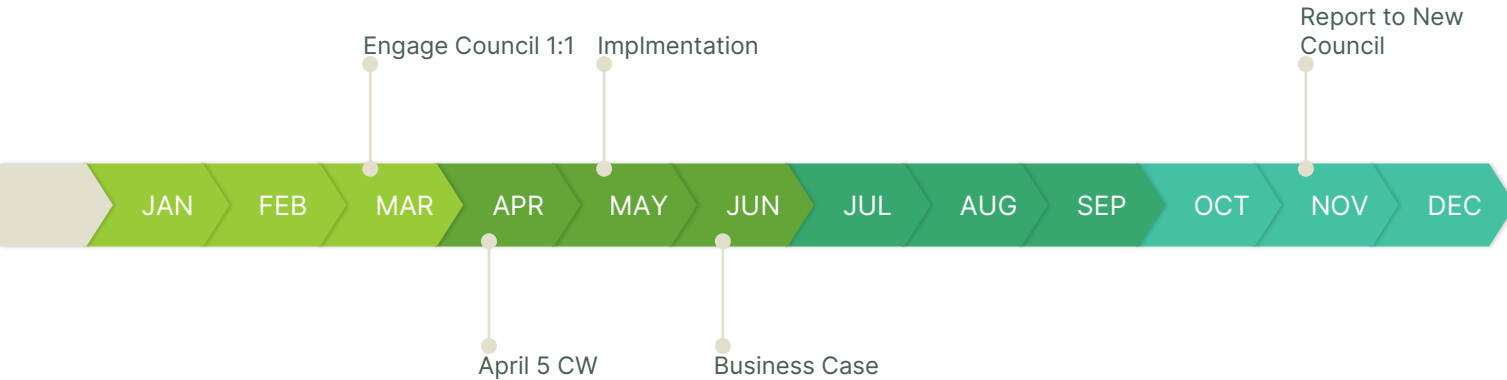
Develop a strategic plan to targeted and intentional approach to recruit, hire and retain People with Disabilities.

Universal changerooms at new community centres.

Accessible Parking Initiative.



Timeline 2022



Next Steps

- ✓ DEI Plan and Multi-Year Action Plan to be presented to Council of the Whole in April



Thank you

