



**DATE:** March 28, 2022

**TO:** Mayor and Members of Council

**FROM:** Michael Coroneos, Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer

**RE:** Committee of the Whole (1) - April 5, 2022, Agenda Item # 1  
CITY OF VAUGHAN'S DIVERSITY, EQUITY AND INCLUSION PLAN  
AND MULTI-YEAR ACTION PLAN

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**Recommendation:**

1. That Page 15 of Attachment 1 to the report of the Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer dated April 5, 2022, be replaced with the attached revised page.

**Background:**

It was brought to staff's attention that there was an administrative error on page 15 of Attachment 1 to the report of the Deputy City Manager, Corporate Services, City Treasurer and Chief Financial Officer dated April 5, 2022.

**Attachment:**

1. Revised Page 15 of the City of Vaughan's Diversity, Equity and Inclusion Plan 2022-2026.

Respectfully submitted

A handwritten signature in blue ink that reads "Michael Coroneos".

Michael Coroneos  
Deputy City Manager, Corporate Services,  
City Treasurer and Chief Financial Officer

Level	Role
<p><b>Office of the Chief Human Resources Officer</b></p>	<p>Support a diverse and inclusive workplace by addressing issues of harassment and discrimination in a fair, respectful and prompt manner.</p> <p>Collaborate with the Diversity and Inclusion Officer to review and monitor existing and proposed policies and practices to ensure full participation of diverse persons in the workplace.</p> <p>Work with the Diversity and Inclusion Officer to ensure an equitable workplace environment and foster a culture of inclusion and belonging.</p> <p>Develop and implement organizational diversity, equity and inclusion training and education plan.</p> <p>Collaborate with the Diversity and Inclusion Officer to develop and promote strategies to build a workforce that is reflective of the communities we serve.</p>
<p><b>Corporate and Strategic Communications</b></p>	<p>Communicate diversity, equity and inclusion strategies, initiatives, goals and achievements both internally and externally. Develop and implement a communications plan to increase employee awareness, roles and responsibilities with respect to diversity, equity and inclusion. Collaboratively develop and implement a communication plan with the Diversity and Inclusion Officer to support the Diversity, Equity and Inclusion Plan.</p>
<p><b>Office of Transformation and Strategy</b></p>	<p>Work with the Diversity and Inclusion Officer to utilize an outcomes-based approach focusing on tracking and measuring progress annually to better understand and address barriers to equity. Support adoption through change management principles to ensure sustainability.</p>
<p><b>Diversity and Inclusion Officer</b></p>	<p>Implement the Diversity, Equity and Inclusion Action Plan. Provide subject matter expertise to support departments with respect to diversity, equity and inclusion objectives and key results. Support departments in the implementation and evaluation of the Diversity, Equity and Inclusion Plan. Build internal and external relationships to support the municipality's Diversity, Equity and Inclusion Plan.</p>