



**ANTI-HATE, DIVERSITY AND INCLUSION ADVISORY COMMITTEE –
FEBRUARY 5, 2024**

COMMUNICATIONS

Distributed January 29, 2024

Item

C1. Presentation material

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C1.

Communication

Anti-Hate, Diversity and Inclusion

Advisory Committee – February 5, 2024

Item No. 1

Diversity, Equity and Inclusion

Multi-Year Action Plan



DEI Plan Link to Term of Council Strategic Priorities



Term of Council Strategic Priorities

Active, Engaged and Inclusive Communities

- ▶ **Goal Statement:** Ensure Vaughan is a vibrant, diverse, inclusive and equity-based community for all.
- ▶ **Objectives:**
 - Develop the City as a diverse, equity-based and inclusive community
 - Ensure ongoing commitment to Indigenous relations and reconciliation
 - Build Vaughan as an active, engaged, creative and culturally vibrant community

Service Excellence and Accountability

- ▶ **Goal Statement:** Provide exceptional citizen-focused services through continuous improvement, innovation, transparent and accountable decision-making, responsible financial management, and effective administration and communication.
- ▶ **Objectives:**
 - Committed to citizen service excellence as an innovative, data-driven service organization
 - Ensure financial sustainability and an effective and efficient administration
 - Ensure Vaughan is an inclusive and equity-based employer of choice

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
- ▶ Identify 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

Diversity, Equity and Inclusion Plan



City of Vaughan DEI Accomplishments

- ▶ The Equity Statement has been included in all job postings.
- ▶ A statement of commitment on Diversity, Equity, and Inclusion has been developed for the City.
- ▶ Project SEARCH has been implemented.
- ▶ All staff have been provided with access to training on the Ontario Human Rights Code.
- ▶ A comprehensive Diversity, Equity and Inclusion Learning Plan has been designed and delivered to all staff. The plan aims to increase awareness of equity-related training, including Unconscious Bias, Unconscious Bias in Recruiting, Hiring, Retention and Promotions, Diversity, Equity, Inclusion Fundamentals, and Systemic Racism in Canada.
- ▶ A Multi-Year Accessibility Plan has been developed for the years 2023-2026.
- ▶ The acknowledgment of Indigenous people and land has been reviewed and developed in consultation with Mississaugas of the Credit First Nation.

Fostering and Embedding a Culture of Belonging

- ▶ The City recognizes that a true sense of belonging is created when diversity, inclusion and equity combine to make all people feel welcome, included and part of the culture. The City is committed to fostering, embedding and sustaining a culture of diversity, equity and inclusion into all aspects of the organization through progressive policies and practices that encourage engagement and belonging, and welcomes all employees to be part of the change.

Review and revise existing policies and procedures to ensure inclusivity and reduce inequities.

- Respectful Workplace Policy

- Workplace Violence Policy

Develop statement of commitment on Diversity, Equity, and Inclusion for the City.

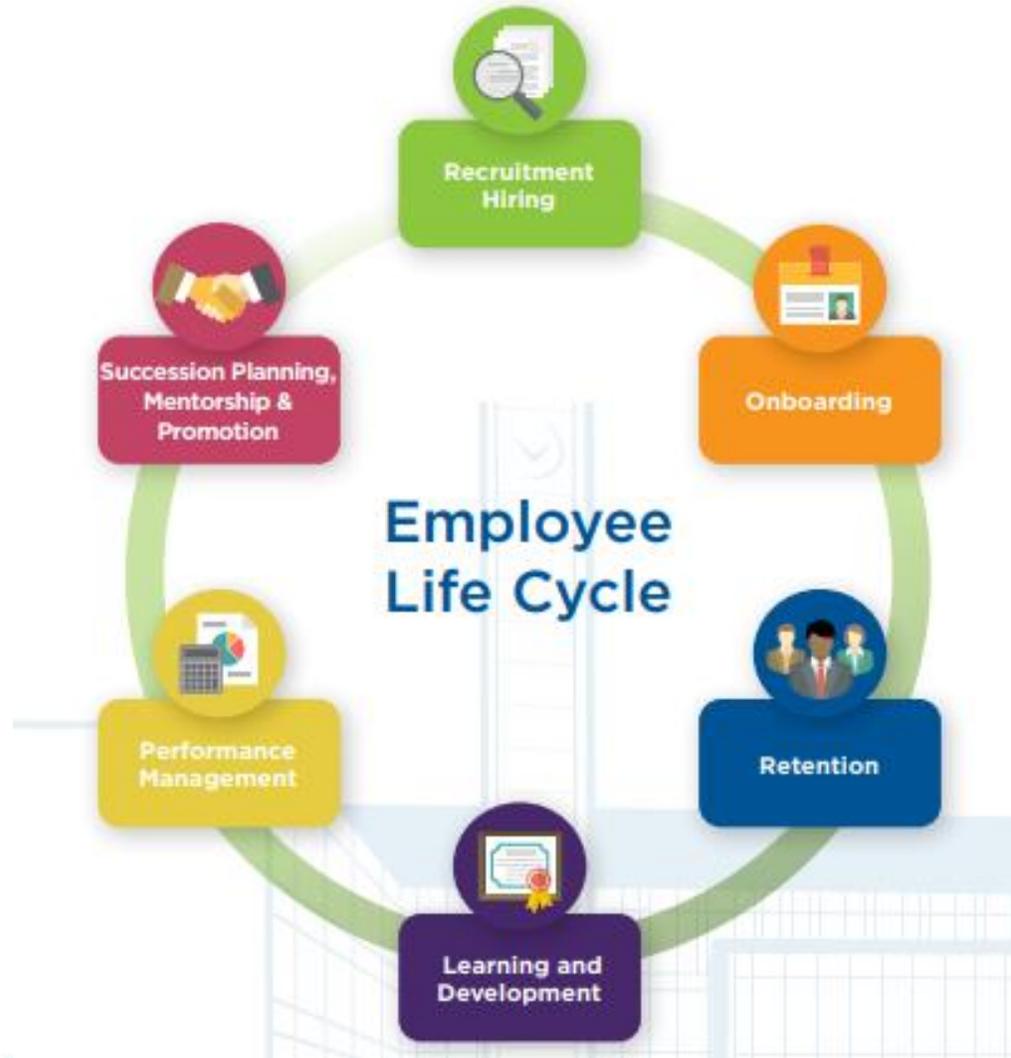
Data-Informed Decision-Making

- ▶ Achieving diversity, equity and inclusion goals requires identifying and developing appropriate key objectives, related metrics and setting accountability for outcomes. The City will collect data and identify trends, barriers and gaps, and develop and implement solutions meant to address inequities.

Establish a baseline for City equity data to inform the DEI initiatives.

Establish OKR for DEI initiatives across the City.

Equitable Employment: Employee Life Cycle



Indigenous Relations and Reconciliation

- ▶ First Nations, Inuit and Métis peoples of Turtle Island hold a unique position in Canada. The City of Vaughan recognizes its special relationship with the Mississaugas of the Credit First Nation.
- ▶ The City is committed to establishing and building meaningful relationships with Indigenous communities, addressing anti-Indigenous racism and collaborating with Indigenous communities to reflect Indigenous priorities into City programs and services.

Review and develop acknowledgment of Indigenous people and land in consultation with Mississaugas of the Credit First Nation.

Achieving Equity

- ▶ Municipalities have a responsibility to ensure that residents are treated with respect, feel included and receive equitable services. Addressing social inequities to ensure the inclusion of all residents is not only the right thing to do, but is also cost effective. Equity and inclusion create more sustainable cities where people from all walks of life have the right to, and can participate fully in, social, economic, political and cultural life.



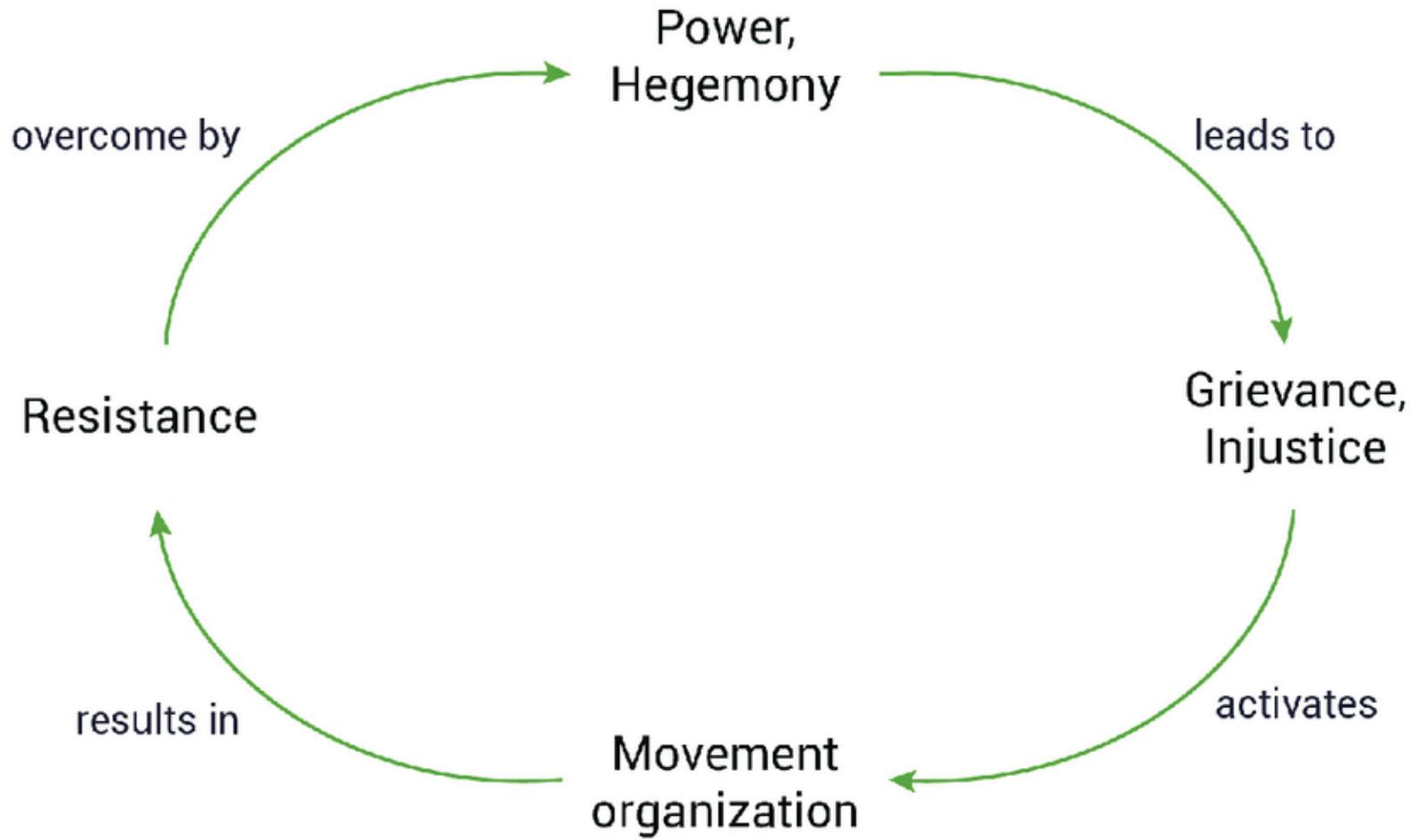
Community Engagement and Participation

- ▶ Public participation is a complex process informed by different historical legacies and power imbalances (gender inequality, systemic racism, inaccessible spaces, etc.). The City recognizes that democratic engagement is an integral part of building an inclusive and welcoming city.

DEI Objectives and Key Results (OKRs) for 2024

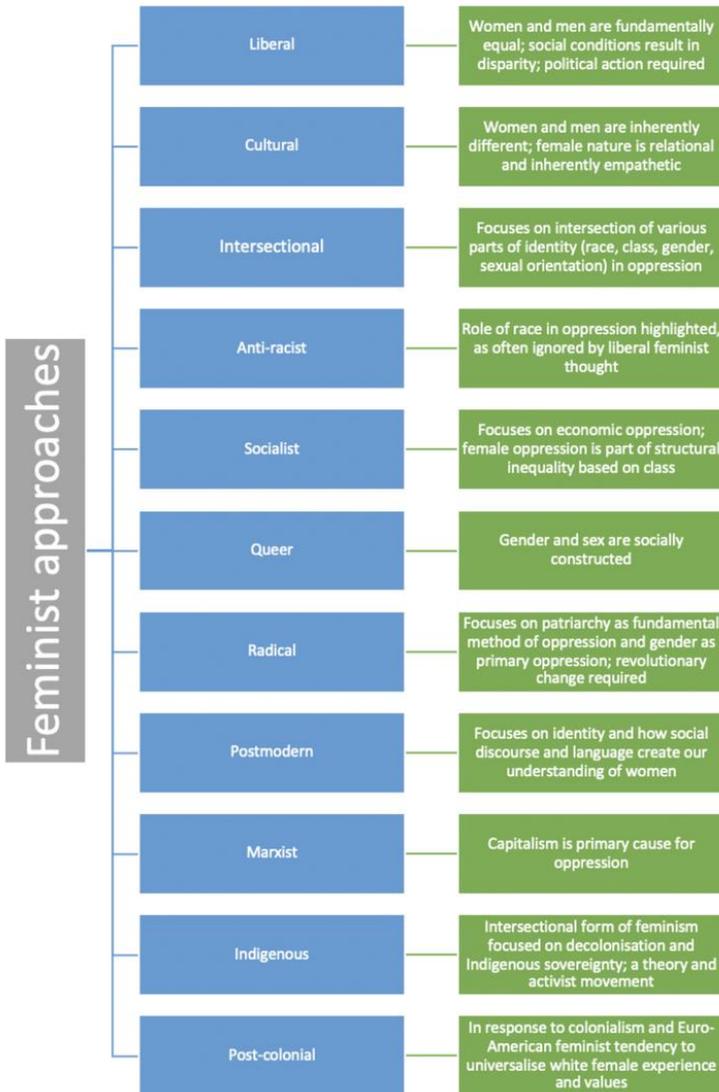
- ▶ Collect data and identify trends, barriers and gaps, and develop and implement solutions meant to address inequities.
- ▶ Achieve Digital Accessibility to meet AODA Information and Communications Standards Compliance.
- ▶ Monitor and implement the 2023-2027 Multi-year Accessibility Plan
- ▶ Establish an Employee Resource Group (ERG) to create and implement opportunities for meaningful staff engagement in the City's DEI initiatives, with a focus on Employment Equity.
- ▶ Establish and implement action plan to address anti-Black racism
- ▶ Determine project plan on Action Plan toward the Elimination of Religious Intolerance, Discrimination, and Bigotry

Fluid Social Changes

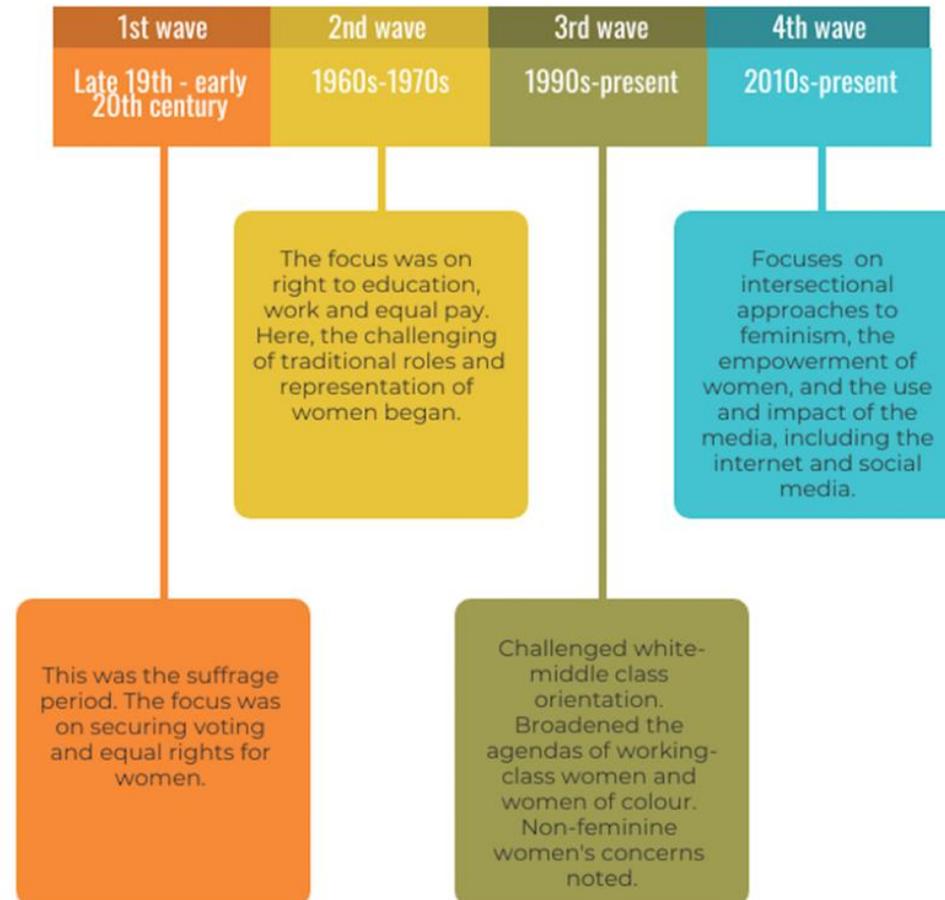


DEI OKRs for 2024

- ▶ Engage with Mississaugas of the Credit First Nation to develop a Memorandum of Understanding
- ▶ Continue to engage in respectful consultations with Mississaugas of the Credit First Nation and First Nations, Métis, Inuit communities as relates to the Relationship and Engagement Guide and Truth and Reconciliation Commission Calls to Action



Timeline of the feminist movement



WOMEN'S HISTORY MONTH: Canadian Women's Accomplishments

FROM 2017-2020



2017

June 2017 → Canada creates its **first-ever federal strategy** against gender-based violence ★

October 2017 → The **#MeToo movement** goes viral and leads to Bill C-65, which addresses sexual harassment in Canadian federally-regulated workplaces

2018



February 2018 → Kareena Evans is the **first woman** to win the Prism Prize Lipsett Award for innovation in Canadian music video art ★

March 2018 → Marlene Poirras is the **first female Alberta regional chief** for the Assembly of First Nations ★★

Civil rights activist Viola Desmond's face graces Canada's \$10 banknotes

November 2018 → Ontario, Alberta, and Newfoundland & Labrador enact laws offering domestic violence leave

2019



March 2019 → Vinessa Antoine, star of CBC's Diggstown, is the **first Black Canadian woman** to star in an hour-long Canadian series ★

June 2019 → The final report of the **National Inquiry into Missing and Murdered Indigenous Women and Girls** is released after three years of research, hearings, and community consultations

October 2019 → Karen Jensen becomes Canada's **first-ever** Pay Equity Commissioner ★

2020



August 2020 → Chrystia Freeland becomes the **first woman** to serve as federal finance minister in Canada ★

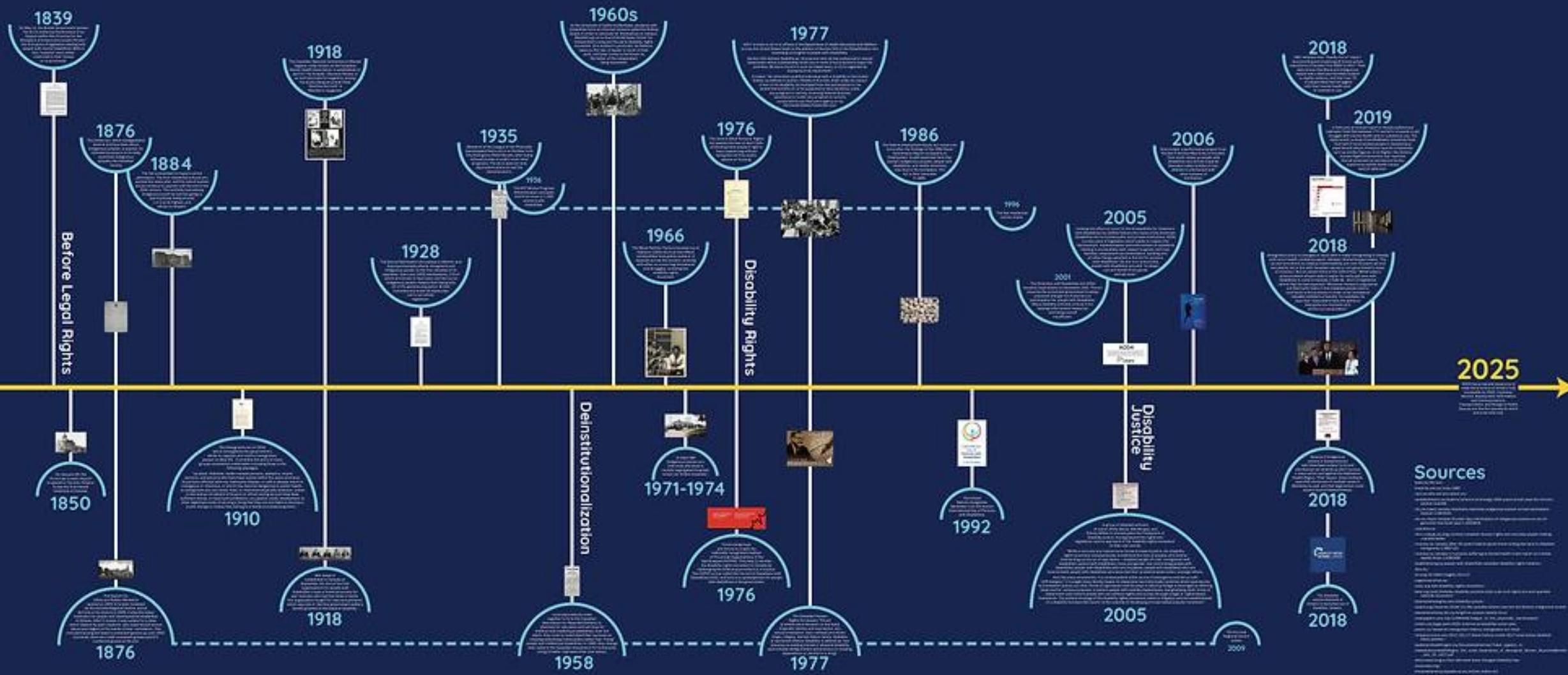
October 2020 → Rania Llewellyn is the **first woman** to head a major Canadian bank, Laurentian Bank ★

Annamie Paul succeeds Elizabeth May as the federal leader of the Green Party, the **first Black and Jewish woman** to lead a federal political party in Canada ★

December 2020 → Ardith Walkem becomes the **first Indigenous woman** to be appointed to the British Columbia Supreme Court ★

- LEGEND**
- ★ First Indigenous woman
 - ★ First Black woman
 - ★ First woman
 - ★ First ever





Legislation around “Unfit” People In Canada: A History of Disability Rights and Justice in Canada

Shanthiya Baheerathan & Michelle Xu

Sources

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FIGURE 2

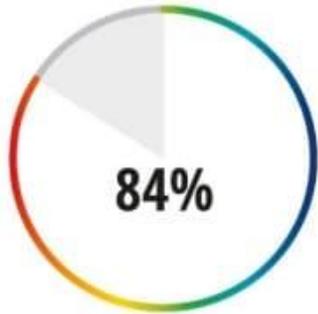
Deloitte DEI survey findings

Workers trust their organizations to reach their stated goals



80% of respondents are confident their organization will achieve its targeted DEI outcomes

Workers believe their leaders are putting their words into action



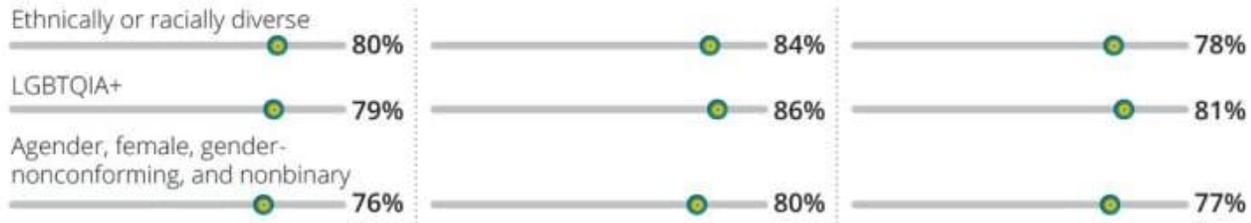
84% of respondents say that their leaders who make public statements on DEI back their words with action

Workers sense their leaders' commitments come from the right place



80% of respondents believe their leaders are sincere in their commitment to achieve targeted outcomes

Respondents who agreed or strongly agreed, included:



Source: Deloitte DEI and Trust survey, 2021.

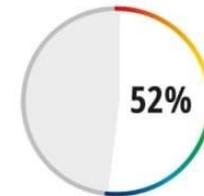
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FIGURE 1

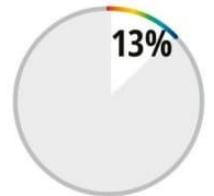
The Deloitte DEI survey included a range of diverse respondents



1,184 respondents (77%) identify as ethnically or racially diverse



797 respondents (52%) identify as agender, female, gender-nonconforming, or nonbinary



207 respondents (13%) identify as LGBTQIA+

Respondent age:

- 12% 18–24 YOA
- 22% 25–34 YOA
- 25% 35–44 YOA
- 15% 45–54 YOA
- 13% 55–64 YOA
- 11% 65–74 YOA
- 3% 75+* YOA

Respondent seniority:

- 12% Upper management (board member, C-suite/executive, and VP or director)
- 29% Mid-level management (business unit or department leader and manager)
- 55% Staff (salaried and hourly)
- 3% Contractors
- 2% Other*

*Note: Numbers may not add up to 100% due to rounding.
Source: Deloitte DEI and Trust survey, 2021.

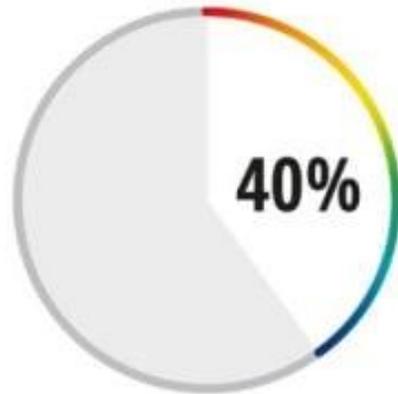
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FIGURE 3

Losing worker trust in DEI commitments can have serious consequences

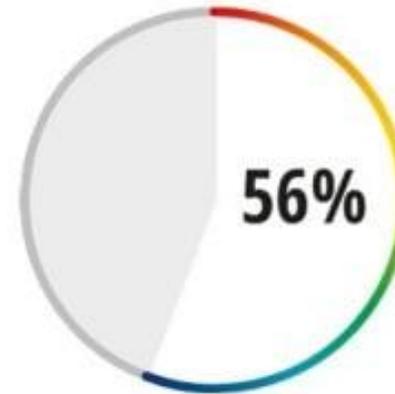
If I can't trust my organization to fulfill its DEI commitments ...

40% of total respondents would consider leaving



- 45% of respondents aged 18–44
- 54% of respondents in upper management roles (board member, C-suite/executive, and VP or director)
- 57% of LGBTQIA+ respondents

56% of total respondents would not feel comfortable recommending it as a place to work to their friends or family



- 56% of ethnically or racially diverse respondents
- 62% of respondents in upper management roles (board member, C-suite/executive, and VP or director)
- 63% of LGBTQIA+ respondents

Source: Deloitte DEI and Trust survey, 2021.

Deloitte Insights | deloitte.com/insights



Thank you!

Office of the Chief Human Resources Officer
Vaughan City Hall
2141 Major Mackenzie Dr.
Vaughan, ON L6A 1T1

vaughan.ca