

# Update - Inclusion and Community Outreach

Anti-Hate, Diversity and Inclusion Advisory Committee  
September 23, 2024



**C1.**

**Communication**

**Anti-Hate, Diversity and Inclusion**

**Advisory Committee – September 23, 2024**

**Item No. 1**

# Renewed Mandate

- ▶ Inclusion and Community Outreach business unit
- ▶ Moves to the City Manager's Portfolio within the Office of Communications and Economic Development
- ▶ Led by Manager, Inclusion and Community Outreach
  - Successful public recruitment undertaken over Summer 2024
- ▶ Welcome, Rouya Botlani!
- ▶ **Establish a matrix, integrated team across the entire corporation**

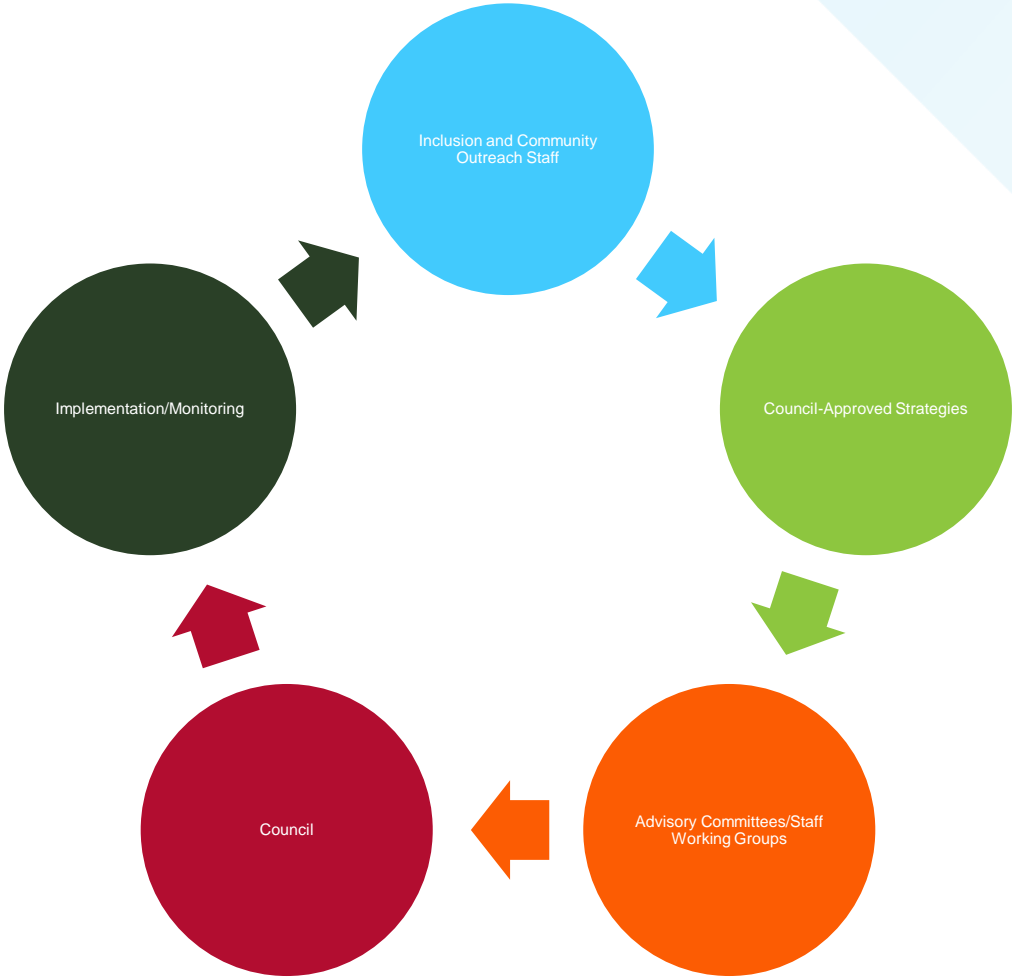
# Council-Approved Strategies

- ▶ **Establish a matrix, integrated team across the entire corporation.**
- ▶ Inclusion work guided by several main Council-approved documents including:
  - Diversity, Equity and Inclusion Plan 2022-2026
  - Addressing Anti-Black Racism Action Plan 2024-2031
  - 2023-2027 Multi-Year Accessibility Plan
- ▶ Alignment with 2022-2026 Term of Council Service Excellence Strategic Plan
- ▶ These enterprise-wide documents have recommendations that call on staff from all departments in the corporation to work together to ensure successful project management and implementation.

# Advisory Committees

- ▶ The Inclusion and Community Outreach business unit team are critical to informing and implementing the work of:
  - Vaughan City Council
  - City staff
    - Senior Leadership Team and Senior Leadership Team—Executive
  - Anti-Hate, Diversity and Inclusion Advisory Committee
  - Accessibility Advisory Committee
  - Special Advisory Committee on Anti-Black Racism

# Inclusion and Community Outreach Workflow



# Next Steps

- ▶ Onboarding of new Senior Advisor, Engagement (Inclusion and Community Outreach)
- ▶ Public recruitments:
  - Economic Development Officer
  - Recreation Lead, Events
- ▶ Development of a new Employment Equity and Cultural Transformation Specialist position



# Thank you!

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