

AHDI Committee Meeting

November 18, 2024



C3.

Communication

Anti-Hate, Diversity and Inclusion

Advisory Committee – November 18, 2024

Item No. 3

Agenda

1. Inclusion & Community Outreach Unit – Looking Ahead to 2025
 - i. Staff Professional Development
 - ii. Anti-Black Racism
 - iii. Indigenous Relations

ICO Unit – Looking Ahead to 2025

► Staff PD Opportunities:

- In 2025, our plan is to increase our offerings of DEI-specific training and learning opportunities to staff.
- This may look like a suite of trainings that we offer on an ongoing basis, with opportunity for scaffolded learning.
- Do committee members have training or resources they recommend?

ICO Unit – Looking Ahead to 2025

▶ Anti-Black Racism:

- You may recall that the City approved the ABR Action Plan in April 2024
- City staff were engaged in the implementation process (from plan to program), to ensure ongoing commitment, accountability, and have curated a series of departmental priorities for 2025 (and beyond).
- Standing Advisory Committee Recruitment, January 2025

ICO Unit – Looking Ahead to 2025

► Indigenous Relations:

- Blanket Exercise led by an Indigenous Knowledge Keeper for City staff (November 26)
- Committed to 1 learning opportunity/event per quarter for 2025 and beyond
- Development of an Indigenous Relationship Guide
 - Early stages now (environmental scan and stakeholder engagement)
 - Draft ideally ready by Q3 2025
 - Brought to Council for Approval Q1 2026
 - Implementation Q2 2026 - onwards



Thank you!

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