

**ANTI-HATE, DIVERSITY AND INCLUSION ADVISORY COMMITTEE –
NOVEMBER 18, 2024**

COMMUNICATIONS

Distributed November 11, 2024

	<u>Item</u>
C1. Presentation material	1
C2. Presentation material	2
C3. Presentation material	3
C4. Reference material	4

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Please note there may be further Communications.

AHDI Committee Meeting

November 18, 2024



C1.

Communication

Anti-Hate, Diversity and Inclusion

Advisory Committee – November 18, 2024

Item No. 1

Agenda

1. Personalized Land Acknowledgements
 - i. Why do this?
 - ii. How to draft your own



Personalized Land Acknowledgement

- ▶ The delivery of a land acknowledgement by non-Indigenous individuals is meant to be a personalized and meaningful practice. ([Land Acknowledgement Guide](#))
- ▶ Beyond reading a simple statement, it should serve as an opportunity to reflect on the history of the land, and one's own relationship to it ([ReconciliAction | Land Acknowledgements](#)).
- ▶ Of course, it's important to:
 - Acknowledge the Indigenous peoples who have historically cared for and occupied the land
 - Name the specific Indigenous communities connected to the specific land (e.g. City of Vaughan)
 - Recognize the ongoing presence of Indigenous peoples today
 - Reflect personally on one's own relationship to the land and how settler colonialism has shaped their experience and access to land
 - Take responsibility for how we might engage in decolonizing practices, both individually and collectively.

An Example

“As an immigrant, I recognize that my journey is built upon the sacrifices of my parents, who sought a better life for me. Their courage and determination inspire me daily. However, I am also deeply aware that this opportunity comes at a cost, rooted in the historical sacrifices and mistreatment of Indigenous communities.

I want to express my profound gratitude for the chance to work, learn, and grow on these lands. The City of Vaughan is situated in the Territory and Treaty 13 lands of the Mississaugas of the Credit First Nation, the Huron-Wendat, and Haudenosaunee. I acknowledge the resilience and strength of the Indigenous peoples who have cared for this land for generations. Their stories, struggles, and enduring spirit are vital to the fabric of this place. In honoring their legacy, I commit to being an ally and advocate, striving to uplift Indigenous and marginalized voices and contribute to a more just and equitable future for all.”

-Rouya Botlani

Discussion

- ▶ As a committee, is this an activity we want to collectively engage in in 2025?
- ▶ Would folks be interested in opening meetings with their own personalized land acknowledgements?
- ▶ Questions, thoughts, feedback?



Thank you!

Inclusion & Community Outreach
City of Vaughan
2141 Major Mackenzie Dr.
Vaughan, ON L6A 1T1

vaughan.ca

Growing Together: Vaughan Community Spaces Plan



C2.

Communication

Anti-Hate, Diversity and Inclusion

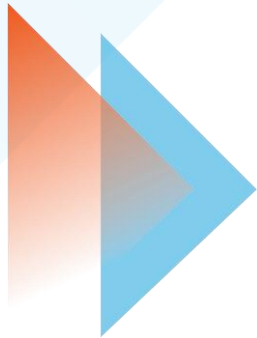
Advisory Committee – November 18, 2024

Item No. 2

Anti-Hate, Diversity and Inclusion
Advisory Committee

November 18, 2024

Agenda



1. Community Spaces Plan Overview
2. Opportunities to Get Involved
3. Discussion Questions

Our Team



**Monteith Brown
Planning Consultants**

Lead Consultant,
Recreation, Parks and
Library Specialist



**MJMA Architecture
& Design**

Public Engagement
Lead, Design
Consultant



**Tucker-Reid
& Associates**

Recreation Service
Delivery Specialist



Jake Tobin Garrett

Public Space
Specialist



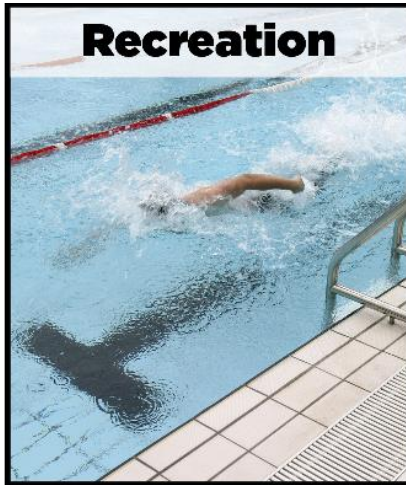
Plan Overview

- ▶ The **Community Spaces Plan (CSP)** will strategically guide the future direction of Vaughan's parks, recreation, and library facilities.
- ▶ It will include implementation strategies for both the short term (next five years) and the long term (ten to twenty-five years).
- ▶ The CSP will replace the Active Together Master Plan (ATMP).



North Maple Regional Park

In-Scope Community Spaces



- Community Centres
- Indoor Pools
- Gymnasiums
- Arenas
- Fitness centres
- Indoor courts
- Youth and games rooms
- Seniors' spaces
- Activity rooms



Sports Fields

- Soccer
- Baseball
- Cricket
- Football
- Rugby
- Multi-use fields

Sport Courts

- Basketball
- Tennis
- Pickleball
- Ball hockey
- Volleyball
- Outdoor bocce
- Ice rink/skating

Aquatics

- Waterplay and Splash pads
- Outdoor pools

Action Sports

- Skateboard parks
- Pump tracks and BMX parks

Community Features

- Playgrounds
- Outdoor fitness
- Off-leash dog areas
- Community gardens



- Library spaces
- Creation spaces
- Express locations and kiosks
- Study spaces
- Program rooms
- Outdoor reading gardens

Key Considerations



Key Drivers of the Plan

1 | Population Growth

2 | Shifting Demographics

3 | Residential Intensification

4 | Changing Provincial Growth Policies

5 | Climate Change

6 | Expanding Needs and Opportunities

7 | Aging Infrastructure

8 | Rising Costs

9 | Greater Competition for Municipal Funding

10 | Reduced Land Opportunities

Timeline

- ▶ Primary Research (April to August 2024): **Complete**
- ▶ Assessment Review (July to October 2024): **In Progress**
- ▶ Stakeholder and Community Engagement (September 2024 to April 2025): **In Progress**
- ▶ Development of Facilities Plan and Implementation Strategy (December 2024 to April 2025)
- ▶ Risk Assessment (April 2025)
- ▶ Final Report and Presentations to Library Board and Vaughan Council: **June, 2025**

Public Engagement

- ▶ Online Community Survey (complete)
- ▶ Telephone Survey (complete)
- ▶ **Deep Dive Focus Groups (End of Nov)**
- ▶ Indigenous Focus Groups
- ▶ Stakeholder Workshops
- ▶ Pop-up Consultations (community and youth)

Today's Objective

- ▶ We're seeking insights to better understand community space needs and enhance equitable planning in Vaughan.
 - The CSP focuses on recreation facilities, active park spaces, and libraries to meet community needs.
 - We're also exploring facility and service strategies for growing areas, including high-density communities.

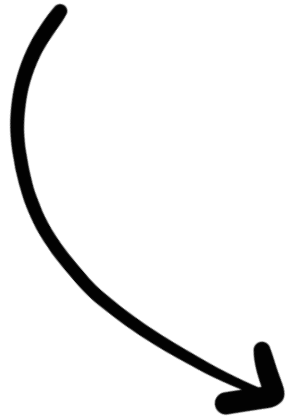
Discussion Questions

1. How well do Vaughan's parks, recreation and library facilities and services respond to the **needs of diverse populations**? What are some key accomplishments?
2. How **inclusive** are Vaughan's parks, recreation and library facilities and services? What are some **key priorities** for this Committee?

Discussion Questions

3. What **barriers, challenges or gaps** (real or perceived) affect how Vaughan's diverse populations are able to participate in parks, recreation and library activities? What **suggestions** do you have for addressing these challenges, gaps and needs?
4. What **populations** might be under-represented within Vaughan's parks, recreation and library services? How might participation rates be increased?

vaughan.ca/communityspaces



**FOCUS
GROUPS**





Thank you!

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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SCHEDULE OF MEETINGS
ANTI-HATE, DIVERSITY AND INCLUSION
ADVISORY COMMITTEE
(January to December 2025)

Meetings are held on the third Monday of every month at 7:00 p.m.,
(*unless otherwise specified*), or at the call of the Chair.

Meetings are held electronically via Teams.
Meetings are not scheduled in July or August
(*unless otherwise specified*).

11 Members / Quorum = 6

2025 Meeting Dates

February 10, 2025
(*2nd Monday due to Holiday*)
March 17, 2024
April 14, 2025
(*2nd Monday due to Holiday*)
May 12, 2025
(*2nd Monday due to Holiday*)
June 16, 2025
September 15, 2025
October 20, 2025
November 17, 2025

Members

Councillor Gila Martow, Co-Chair
Councillor Chris Ainsworth, Co-Chair
Asia Nisar
Carrie Silverberg
Erol Kavas
Hina Zahid
Hitesh Anand
Sabrina Di Marco
Sam Eskenasi
Seyfi Tomar
Mira Hamat

Staff Resources

Michael Genova, Chief, Communications and
Economic Development
Rouya Botlani, Manager, Inclusion & Community
Outreach
Anna Rose, Recreation Manager, Events, Theatre
& Studio Operations
Erynn Sally, Manager, Corporate and Strategic
Communications
Assunta Ferrante, Council/Committee Administrator