

DEI PLAN SCHEDULE			
Recommendations	Status	Start Date	Completion Date
Fostering and Embedding a Culture of Belonging			
Review and revise existing policies and procedures to ensure inclusivity and reduce inequities.	In Progress	2021	
• Respectful Workplace Policy	Complete	2021	2022
• Workplace Violence Policy	Complete	2021	2022
• Recruitment Policy	Not Started		
• Code of Conduct	Not Started		
Include definitions (Appendix) from the Diversity Equity and Inclusion Plan into applicable policies.	Not Started		
Develop policies and staff report to support an inclusive and equitable workplace.	Not Started		
Develop learning opportunities for all people leaders and managers to have the necessary information and skills to follow policies related to DEI.	Not Started		
Develop opportunities for meaningful staff engagement in the City's DEI initiatives, including Employee Resources Groups.	In Progress	2022	
Provide ongoing support to citizen advisory task forces and committees.	In Progress	2022	2026
Develop statement of commitment on Diversity, Equity, and Inclusion for the City.	Complete	2021	
Data-Informed Decision-Making			
Establish a baseline for City equity data to inform the DEI initiatives.	In Progress	2022	
Establish OKR for DEI initiatives across the City.	In Progress	2022	
Utilize DEI data to inform annual updates to the DEI Plan and corresponding Action Plan.	Not Started		
Aim to achieve best practice for attaching identity-based data to employee profiles (while being mindful of and adhering to the Ontario Human Rights Code and privacy legislation) to establish a baseline and measure progress.	In Progress	2022	

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Equitable Employment			
Recruitment and Hiring			
Implement targeted job advertisements to increase workforce representation from Indigenous and equity-deserving groups.	On Hold	2021	
Expand recruitment and hiring strategies to increase diversity at SLT and SLTE.	Not Started		
Review the recruitment process and application site to ensure it complies with OHRC, FIPPA and Anti-Racism Data Standards.	In Progress	2021	2025
Develop guidelines to ensure job postings are equitable and inclusive.	Scheduled	2025	
Ensure Equity Statement is included all job postings.	Complete		2021
Develop opportunities (internships, co-ops placements, etc.) to reduce barriers (i.e., Criteria for Equivalency) to hiring applicants from low-income communities and those who are negatively impacted by socioeconomic factors such as income, education, employment, and community safety and social supports.	Scheduled	2025	
Review candidate screening and selection process to limit unconscious bias.	Scheduled	2024	
Explore feasibility of Redacted Application Process to limit unconscious bias in hiring.	Scheduled	2024	
Review and, where necessary, implement changes to the interview and assessment process.	Scheduled	2024	
Expand interview matrix to include DEI competency.	Scheduled	2025	
Include unconscious bias awareness as a proficiency criterion.	Scheduled	2024	
Include emotional intelligence as a proficiency criterion.	Scheduled	2024	
Include understanding and experience of diversity, equity and inclusion as a proficiency criterion for all people managers.	Scheduled	2024	

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Onboarding			
Ensure onboarding for all staff and for Senior Leaders is inclusive and equitable.	Scheduled	2024	
Provide information on available diversity, equity, inclusion, and human rights-related learning for all staff and new employees at onboarding.	In Progress	2021	2024
Provide information on existing ERGs at onboarding for new employees.	Scheduled	2024	
Retention			
Utilize existing data to analyze and improve promotion and retention, and recruitment and hiring strategies.	Scheduled	2024	
Learning and Development			
Ensure that all staff have access to training on the Ontario Human Rights Code.	Complete	2022	2023
Design and deliver comprehensive Diversity, Equity and Inclusion Learning Plan to all staff aimed at increasing awareness of equity-related training, including:	Complete	2021	2023
· Unconscious Bias	Complete	2022	2023
· Unconscious Bias in Recruiting, Hiring, Retention and Promotions	Complete	2022	2023
· Diversity, Equity, Inclusion Fundamentals	Complete	2022	2023
· Systemic Racism in Canada.	Complete	2022	2023
Expand DEI-related training to topics including but not limited to 2SLBGTQ+ communities, anti-Asian racism, disability, anti-Semitism, etc.	Scheduled	2024	
Provide DEI-related training for Senior Leadership, Mayor and Council.	In Progress	2022	
Performance Management			
Develop and implement DEI learning goals for various levels of the organization.	Scheduled	2025	

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Succession Planning, Mentorship and Promotion			
Develop strategies to ensure succession planning includes a targeted approach to diversifying leadership.	Scheduled	2024	
Develop targeted opportunities for emerging leaders from Indigenous and equity-deserving groups advancement through existing succession and mentorship programs.	Scheduled	2025	
Achieving Equity			
Anti-Racism			
Engage with diverse Black communities in the City to develop and implement strategy and action plan to address Anti-Black racism.	In Progress	2021	2024
Religious Intolerance			
Engage Jewish communities in Vaughan to identify, develop and support opportunities to build awareness and educate the public to effectively work toward the elimination of all forms of intolerance, discrimination and bigotry.	Scheduled	2024	2026
Engage Muslim communities in Vaughan to identify, develop and support opportunities to build awareness and educate the public to effectively work toward the elimination of all forms of intolerance, discrimination and bigotry.	Scheduled	2024	2026
2SLGBTQ+ Communities			
Engage 2SLGBTQ+ communities in Vaughan to support opportunities to build awareness and educate the public to effectively work toward the elimination of all forms of intolerance, discrimination and bigotry.	On Hold	2022	2026

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Indigenous Relations and Reconciliation			
Review and develop acknowledgment of Indigenous people and land in consultation with Mississaugas of the Credit First Nation.	Complete		2021
Continue to build meaningful relationships with Mississaugas of the Credit First Nation to develop a Memorandum of Understanding.	In Progress	2022	
Foster commitment to enhancing relationships with Indigenous people and land.	In Progress	2021	
Community Engagement and Participation			
Collaboratively work with the Corporate and Strategic Communications department to develop a community engagement and targeted outreach strategy.	In Progress	2023	
Continued Accessibility Excellence			
Develop Multi-Year Accessibility Plan (2023 - 2026)	In Progress	2022	2023
Ensure all new employee onboarding materials are in accessible format.	Not Started		
Develop guidelines to ensure learning and development programs meet accessibility standards.	Not Started		
Develop a strategic plan to targeted and intentional approach to recruit, hire and retain people with disabilities.	In Progress	2022	
Update Accessibility Site Plan Checklist.	Not Started		
Universal changerooms at new community centres.	Not Started		