

# Corporate Update: Diversity, Inclusion & Accessibility Initiatives

Presentation by City Manager Jim Harnum  
Special Committee of the Whole  
Nov. 25, 2020



# Term of Council Service Excellence Strategic Plan 2018-2022

The 2018-2022 Term of Council Service Excellence Strategic Plan reinforces the City of Vaughan's mission, vision and values, representing the core of how the administration will go above and beyond to deliver on Council's priorities through Service Excellence.

The Strategic Plan identifies the strategic priorities that the administration will focus on to support the City of Choice for both residents and businesses.

## Mission

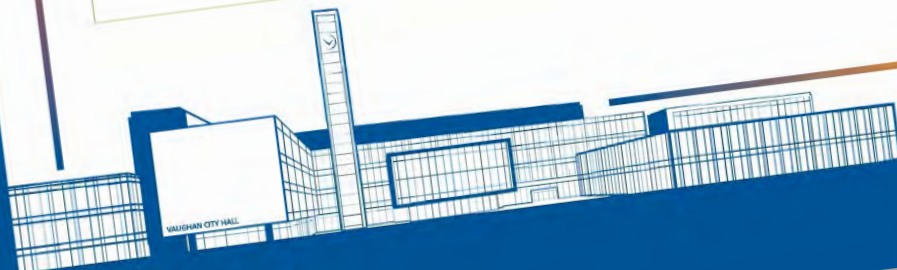
Citizens first  
through Service  
Excellence.

## Vision

A city of choice that promotes diversity, innovation and opportunity for all citizens, fostering a vibrant community life that is inclusive, progressive, environmentally responsible and sustainable.

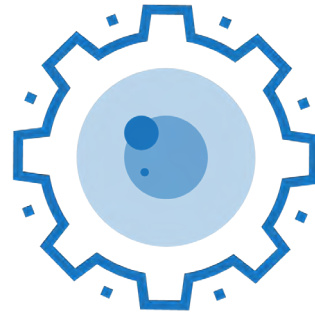
## Values

Respect  
Accountability  
Dedication



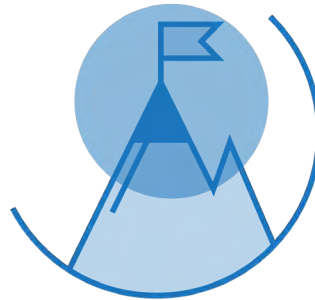
# Vision, Mission, Values

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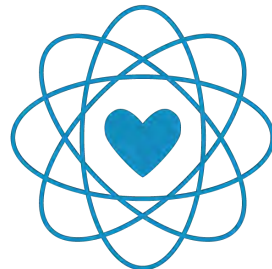
## Vision

A city of choice that promotes diversity, innovation and opportunity for all citizens, fostering a vibrant community life that is inclusive, progressive, environmentally responsible and sustainable.



## Mission

Citizens first through Service Excellence.



## Values

Respect, Accountability and Dedication.



# Strategic Priorities



## **Active, Safe and Diverse Communities:**

- To ensure the safety and well-being of citizens, the City will commit to engagement and cohesiveness by supporting and promoting community events, arts, culture, heritage, sports and fire prevention awareness.



## **Staff Engagement:**

- To ensure an engaged workforce, the City will continue to foster initiatives that create a positive work environment through staff development, and workplace health, safety and wellness with strengthened leadership, communication and engagement opportunities.

# Community Engagement

## Is fundamental to city-building and a Council priority



- Community Engagement Framework + Policy will outline a formalized process for, and commitment to, involving all citizens, businesses and stakeholders in conversations about municipal matters and decisions that interest and impact them
- Additional work includes:
  - 2021 Citizen Satisfaction Survey
  - A recent public survey on engagement



# Diversity & Inclusion Task Force



As part of our ongoing engagement, two-way communication and listening efforts, Council has established the new Diversity & Inclusion Task Force.

The goal of the City of Vaughan Diversity and Inclusion Task Force is to provide guidance to the City in the development of policies that promote fairness, mutual respect and undoubted sense of inclusion among the diverse individuals, communities and stakeholder groups that compose its population.

# Diversity and Inclusion Officer



The Diversity and Inclusion Officer is a senior-level, full-time permanent employment opportunity supported by the City's existing Accessibility and Diversity Co-ordinator. The new role resides in the Office of the Chief Human Resources Officer, reporting directly to the Chief Human Resources Officer.



# Vaughan Inclusion Charter



The Inclusion Charter for York Region was developed in collaboration with York Region's Municipal Diversity and Inclusion Group (MDIG). The Charter promotes and celebrates human rights and accessibility and strengthens a sense of belonging for everybody in the community to ensure they all have access to the same opportunities. In signing the Vaughan Inclusion Charter, the City officially joins the MDIG along with other municipalities and organizations in the Region.



# Vaughan Public Libraries

- VPL endorses Vaughan Inclusion Charter
- Programs & Services
- Enhancing Access
- Staff Engagement & Training
- Diverse & Multilingual Collections
- Diversity, Equity and Inclusion Working Group



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# Access Vaughan

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## Texnet

Access Vaughan has implemented the Textnet service and software that enables deaf, deafened, hard of hearing or speech-impaired citizens to more easily converse with us.

## UbiDuo

The UbiDuo is an in-person communication device for the deaf, deafened, hard of hearing or hearing or speech-impaired person.

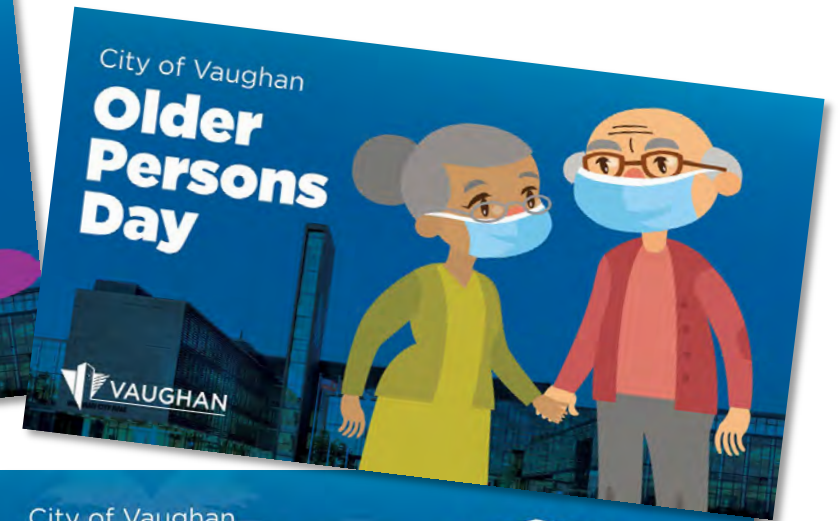
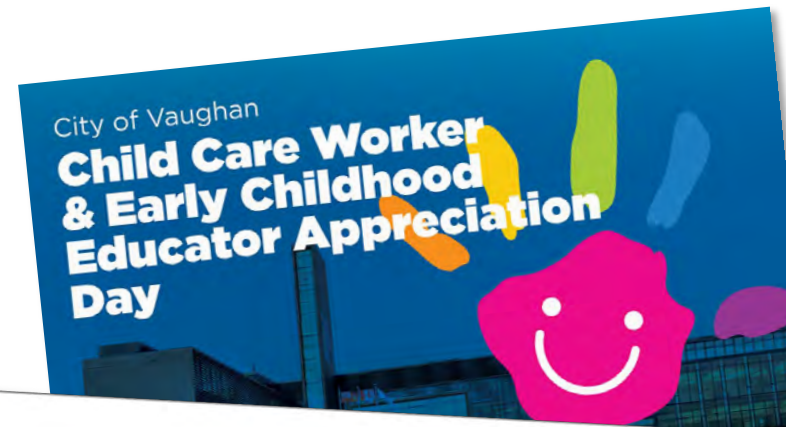
## Language Line

Language Line, is an over the phone interpretation system that provides verbal translation in over 150 languages and is available free of charge to citizens.





# Proclamations & Flag Raisings



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# Cultural Heritage Events





# Indigenous Relations

- In 2017, Vaughan Council established a territorial acknowledgement to be read at the beginning of meetings.
- Draft MOU with Huron-Wendat to guide planning efforts.



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# Vaughan gets Gold Certification for accessibility



**Vaughan gets Gold Certification for accessibility**

Tune into virtual celebration on May 25 at 1 p.m.

[vaughan.ca](http://vaughan.ca)



Rick Hansen Foundation Accessibility Certification™

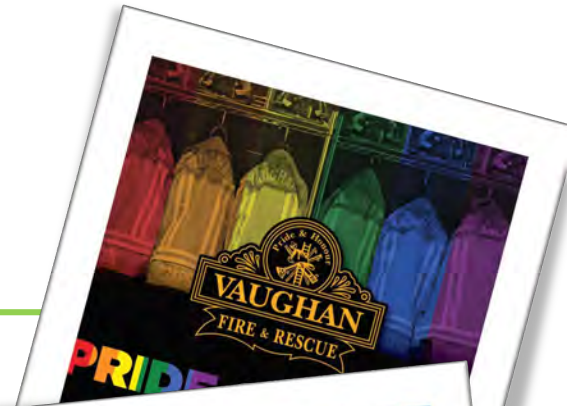


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# Vaughan Fire and Rescue Service

- Gold Accessibility Certification for two Vaughan fire stations (7-4 and 7-10)
- Keynote presentation on diversity and inclusion in North American Fire Service
- Recognizing Gender Equality Week
- Advance anti-racism promising practices and inclusive leadership
- Taking part in Pride celebrations.
- High school outreach
- Community engagement and presentations
- Female Firefighter Camps



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# Vaughan Accessibility Awards



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# THANK YOU