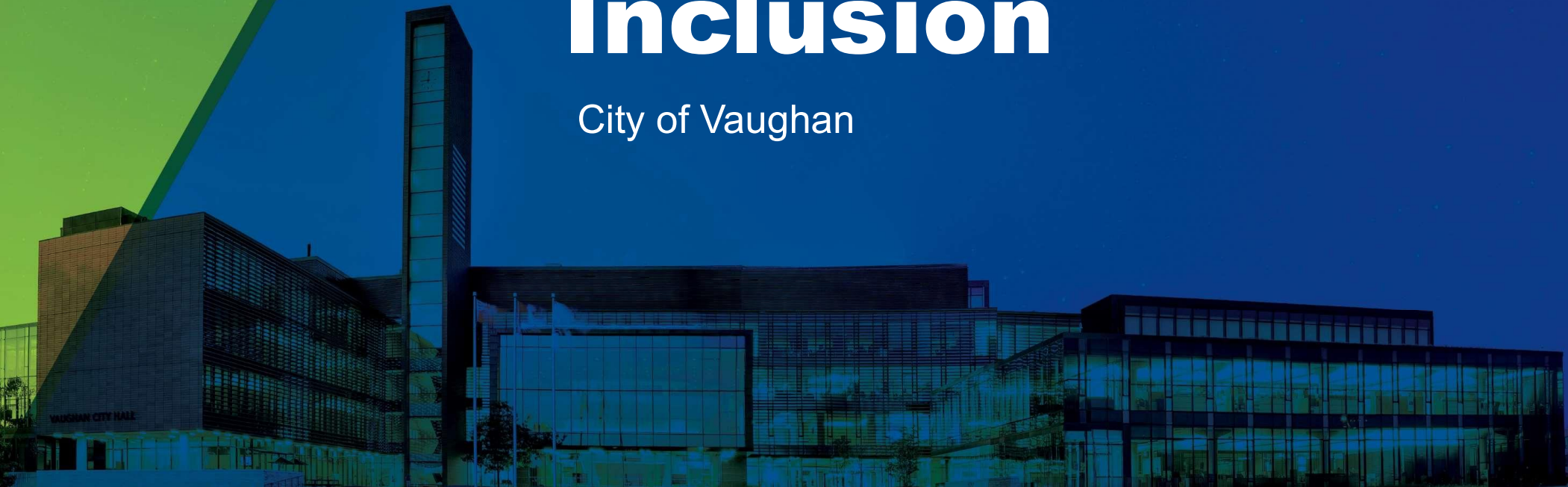




Communication : C1
Diversity and Inclusion Task Force
May 20, 2021
Agenda Item # 1

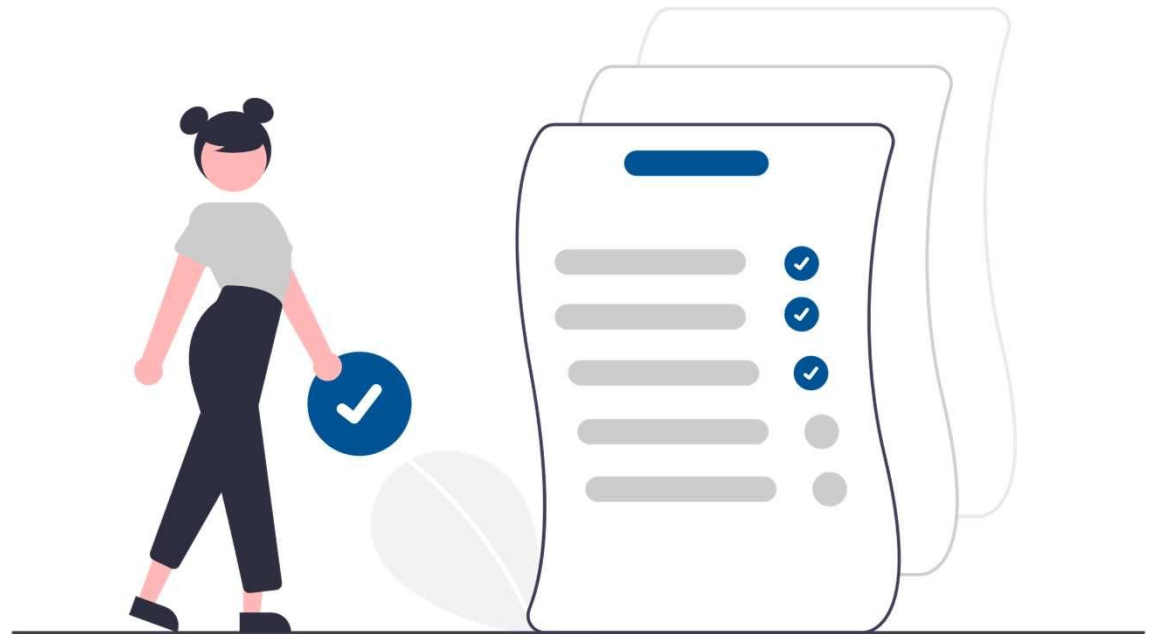
Diversity Equity Inclusion

City of Vaughan

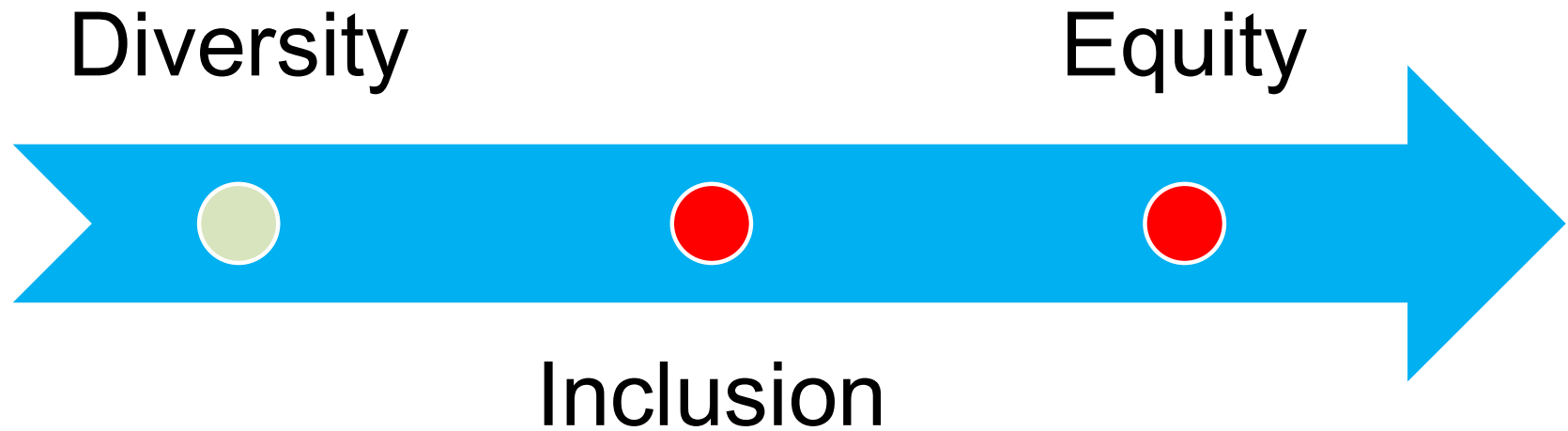


DIVERSITY, EQUITY AND INCLUSION

- STRATEGIC PLAN



WHERE ARE WE?



INCLUSION

Inclusion is an active, intentional, and continuous process to address inequities in power and privilege

Building a respectful and diverse community that ensures welcoming spaces and opportunities to flourish for all.



WHY EQUITY ?

Equity is an approach that ensures **everyone has access to the same opportunities**. Equity recognizes that advantages and barriers exist; therefore, we do not all start from the same place, nor do we have the same access to all opportunities.

A study of a hiring process

Candidates with
“white-sounding
names”
(Greg and Emily)



50% more
likely to receive
a call back



Candidates with
“African-American-
sounding names”
(Lakisha and Jamal)

**Female
Candidates**



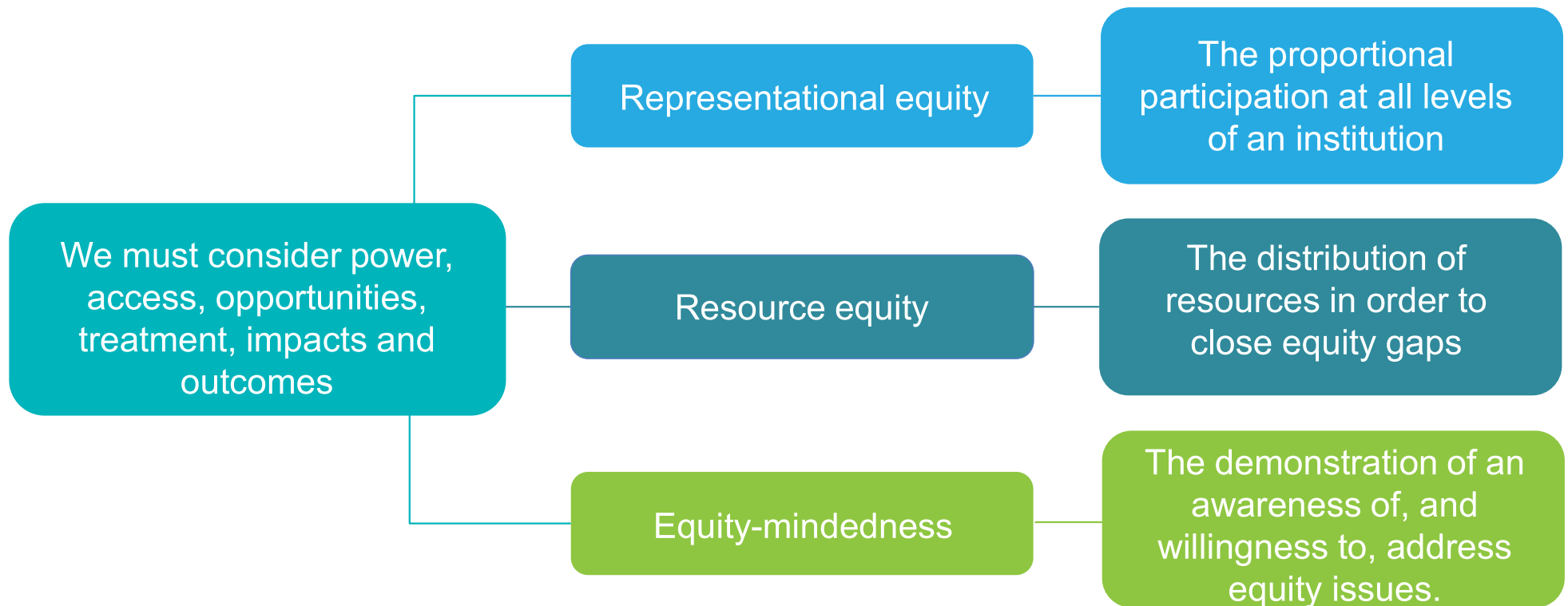
With resumes
and criteria
Identical

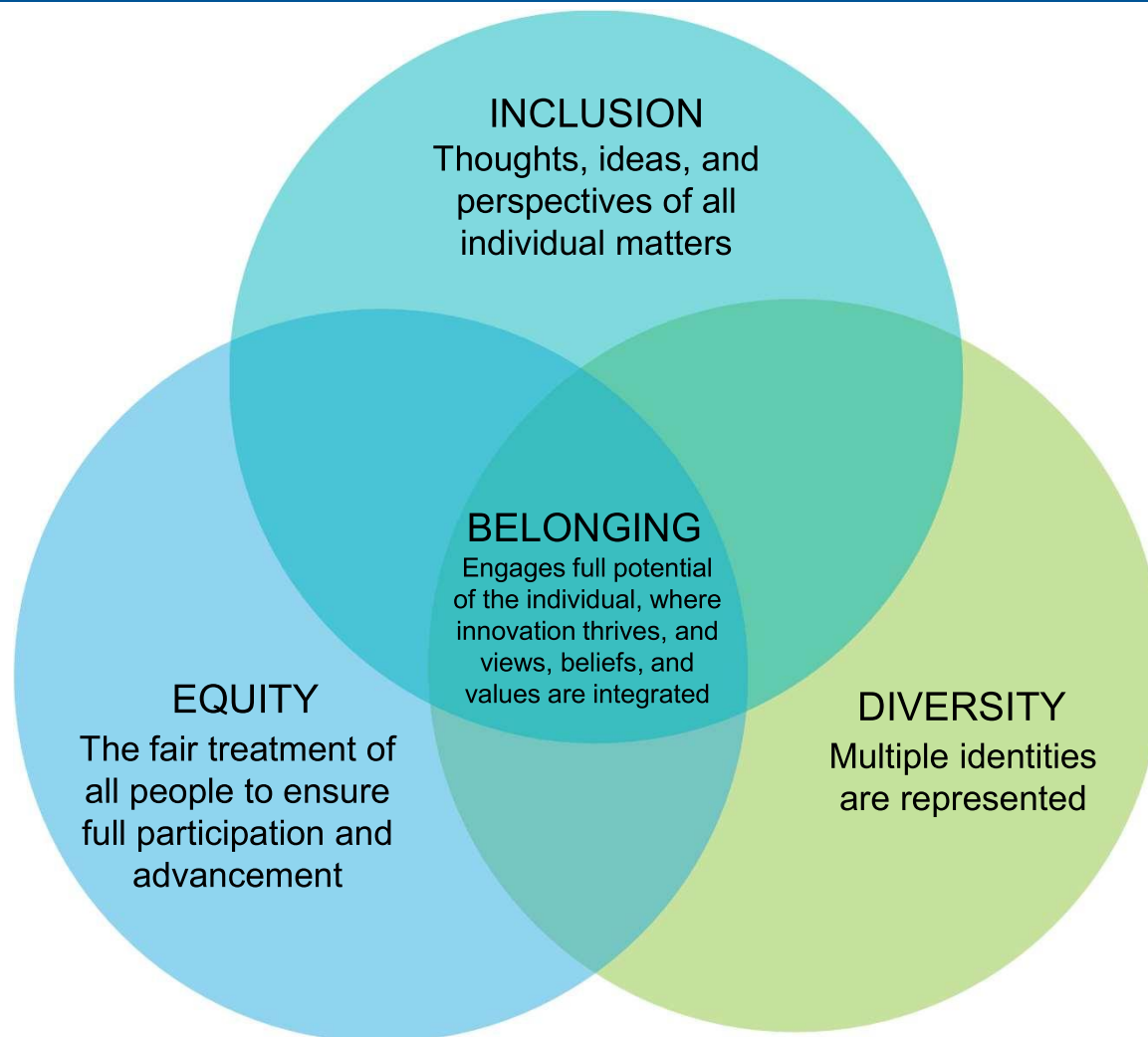
**Male
Candidates**



Were deemed less
competent, less worthy of
being hired, offered less
career mentoring, and offered
a lower starting salary

EQUITY







DIVERSITY, EQUITY & INCLUSION ROADMAP

2021

2022

2023

2024

1 EVIDENCE-INFORMED DECISION-MAKING

2 FOSTERING A CULTURE OF DIVERSITY AND INCLUSION

3 EMBEDDING DIVERSITY, INCLUSION AND EQUITY THROUGHOUT THE EMPLOYEE LIFE CYCLE

Recruitment & Hiring

Retention

Onboarding

Learning & Development

Performance Measurement

Succession Planning, Mentorship & Promotion

4 COMMUNITY ENGAGEMENT AND PARTICIPATION

5 INDIGENOUS RELATIONS AND RECONCILIATION

6 ADDRESSING RACISM

7 CONTINUED ACCESSIBILITY EXCELLENCE

8 OUTCOME AND ACCOUNTABILITY MEASURES (PROJECT MANAGEMENT / CHANGE MANAGEMENT)

9 CROSS-DEPARTMENTAL INITIATIVES

DIVERSITY, EQUITY & INCLUSION ROADMAP

ACTIVITIES & DELIVERABLES

Change requires identifying and developing appropriate goals, related metrics and setting accountability for outcomes. In the case of diversity, this means we must collect identity-based data and analyze data by examining trends over time and compare them to similar organizations. Keeping track of staff transitions allows the City to identify areas of concerns and develop and set targeted goals and set timelines. Transparent metrics allow stakeholders to hold all levels of the organization accountable for outcomes.

2021	2022	2023	2024
------	------	------	------

1

EVIDENCE-INFORMED DECISION-MAKING

KEY ACTIVITIES & DELIVERABLES



Aside from inclusive and equitable services, research shows the positive impact of inclusive practices on a business' ability to attract and retain talent. Using an equity and inclusion lens, the Diversity and Inclusion Officer, in partnership with Human Resources staff and other key stakeholders across the organization, will plan a review of the key steps in the hiring process, which include the following: Recruitment Methods and Outreach; Job posting Materials; Assessment Tools; Candidate Screening and Selection, including review of resumes, testing and interviewing.

2021	2022	2023	2024
------	------	------	------

3

EMBEDDING DIVERSITY, INCLUSION AND EQUITY THROUGHOUT THE EMPLOYEE LIFE CYCLE

Recruitment & Hiring

KEY ACTIVITIES & DELIVERABLES



all job
trained
conscious bias.
conscious bias.
ignorance as a
action.

Anti-Black racism is a specific form of racism that is embedded in policies and practices embedded in Canadian institutions that reflect and reinforce beliefs, attitudes, prejudice, stereotyping and/or discrimination that is directed at people of African descent and is rooted in their unique history & experience of enslavement and colonization here in Canada. The City of Vaughan is committed to fostering a safe and welcoming environment—confronting and removing barriers caused by Anti-Black Racism benefits all Vaughan residents, especially other communities experiencing racism & marginalization.

2021	2022	2023	2024
------	------	------	------

6

ADDRESSING RACISM - ANTI-BLACK RACISM

KEY ACTIVITIES & DELIVERABLES



Implement Addressing Anti-Black Racism Action Plan.

Continue to implement Action Plan on addressing Anti-Black Racism.

Research has shown that inclusive environments can help organizations increase innovation, reconsider entrenched ways of thinking, and improve financial performance. An individual's sense of belonging and inclusion is influenced by their experiences with the organization as a whole, the organization's leaders, and peers or team members. The City is committed to fostering and sustaining a culture of diversity and inclusion through progressive policies and practices that encourage all employees to be part of the change.

2021	2022	2023	2024
------	------	------	------

2

FOSTERING A CULTURE OF DIVERSITY AND INCLUSION

KEY ACTIVITIES & DELIVERABLES



The City of Vaughan is committed to being a community where people of all ages, abilities and backgrounds can thrive. Accessibility advancement is a key component of this commitment. Accessibility benefits everyone directly or indirectly. For example, a ramp or automatic door opener does not just benefit a person who uses a wheelchair, but it also benefits a parent with a baby stroller or an older adult. Accessibility is a vital aspect of universal design.

2021	2022	2023	2024
------	------	------	------

7

CONTINUED ACCESSIBILITY EXCELLENCE

KEY ACTIVITIES & DELIVERABLES





ACTIVE, SAFE & DIVERSE



STAFF ENGAGEMENT

Establish **equity data** baseline for the City of Vaughan in order to inform the Diversity, Equity & Inclusion strategy & action plan.

Improve select components of the **employee life cycle** to expand talent pool, build knowledge capacity of existing talent to attract and retain top talent.

Foster a **culture of diversity and inclusion** to build a respectful and diverse community that ensures welcoming spaces & opportunities to flourish for all.

Develop a **strategy for addressing anti-Black racism** in order to identify and address systemic barriers and inequities.

Build meaningful relationships with **Indigenous communities** to address anti Indigenous racism, and to reflect Indigenous priorities into City programs & services.

NEXT STEPS





Thank You.

