



Communication : C1
Diversity and Inclusion Task Force
March 17, 2022
Agenda Item # 1

City of Vaughan Strategic Plan (2022-2026)

Backgrounder – Diversity and Inclusion Task Force

March 17th, 2022



●●● Introduction

Project Background

PROJECT CONTEXT

The City of Vaughan has engaged StrategyCorp to support the development of its updated Strategic Plan.

- Vaughan is a fast-growing City, with unique community needs. This Strategic Plan needs to represent those needs and meet the expectations of Council and City leadership.
- The strategic planning process will engage Council, staff, the community, and stakeholders, as well as the City's Task Forces.
- We will be engaging each Task Force to gain a deeper understanding of each priority area, the work the City has done to date, and the opportunities and potential recommendations for the future.

MEETING STRUCTURE

- Our objective is to hear directly from Task Force members.
- We have included an overview of the City's Objectives and Key Activities relating to the Good Governance Strategic Priority Area in the current Strategic Plan.
- The discussion will revolve around the discussion question included in this deck.
- Please note that your input will be synthesized and remain non-attributable in any reports or presentations we may bring forward.
- If you have any additional questions or comments, please send them to Stacy Hushion shushion@strategycorp.com or Reema Bazzi at rbazzi@strategycorp.com.

Diversity and Inclusion Task Force

The Diversity and Inclusion Task Force has an overall mandate to provide guidance to the City of Vaughan in the development of policies that promote fairness, mutual respect and inclusion among its population.

- Vaughan is a growing city with changing demographics, bringing in more people from diverse ethnocultural backgrounds.
- The City is committed to working with Indigenous groups to foster a meaningful relationship and advance reconciliation.
- The City is additionally in the process of developing a Diversity, Equity and Inclusion Strategy to eradicate structural and systemic barriers to inclusion.
- Active, Safe and Diverse Communities is a pillar of the Strategic Plan that aims to ensure the safety and well-being of citizens

The Task Force serves as a forum of discussion on improving the inclusion of diverse groups in city programs and services, and an avenue for recommendations on equitable programs, hiring and tendering practices.

We are seeking the Task Force's input on the well-being and diversity landscape at the City and to identify emerging opportunities as it relates to diverse ethnocultural, racial and religious communities and their experience with the City's social infrastructure.

●●● The Current Strategic Plan

What's in the current Strategic Plan that touches on the mandate of the Task Force?

The current Strategic Plan includes nine “priorities,” which are elaborated by “objectives.”

| Goals (9) | Transportation and Mobility | City Building | Active, Safe, and Diverse Communities | Environmental Stewardship | Economic Prosperity, Investment in Social Capital | Good Governance | Citizen Experience | Operational Performance | Staff Engagement |
|-----------------|---|---|---------------------------------------|---|---|--|---------------------------------------|---|--------------------|
| Objectives (24) | Improve Local Road Network | Develop the Mackenzie Vaughan Hospital Precinct | Enhance Community Well-Being | Protect and Respect Our Environment | Advance Economic Opportunities | Ensure Transparency and Accountability | Commitment to Citizen Service | Leverage Data-Driven Decision-Making | Empower Staff |
| | Support Regional Transportation Initiatives | Develop the Vaughan Metropolitan Centre (VMC) | Enrich Our Community | Proactive Environmental Management | Attract New Investments | Commitment to Financial Stewardship and Sustainability (Demonstrate Value for Money) | Transform Services through Technology | Promote Innovation and Continuous Improvement | Develop Leadership |
| | Advance Active Transportation | Elevate Quality of Life Through City Planning | Maintain Safety in Our Community | Build the Low Carbon Economy and a Resilient City | Enable a Climate for Job Creation | | | | Manage Performance |

Active, Safe, and Diverse Communities Strategic Goal Statement: *To ensure the safety and wellbeing of citizens, the City will commit to engagement and cohesiveness by supporting and promoting community events, arts, culture, heritage, sports and fire prevention awareness.*

Summary of Key Activities in Current Strategic Plan

The current Strategic Plan also includes the following key activities.

1. Diversity and Inclusion Task Force
2. Older Adult Task Force
3. Develop and implement modernized property standards, licensing (tow trucks), road allowance (new), short term rentals (new), parking by-law (parking strategy) and fence by-laws in accordance with the By-law Strategy
4. Develop and implement a City-Wide Events Intake Process
5. Open new library and recreation space at VMC
6. Undertake the design of the new community centre and park in the Carrville area
7. Create and develop the Great Walks of Vaughan Program
8. Revitalization of Garnet. A Williams Community Centre
9. Advance the development of an inclusive citizen engagement framework

Summary of Key Activities in Current Strategic Plan

10. Develop creative and cultural amenities and nurture community engagement
11. Increase public art awareness and develop community public art place-making
12. Move forward with Inclusion Charter Action Plan
13. Provide a comprehensive fire protection program through public education and fire code enforcement
14. Implement strategies to support sustainable fire protection and emergency services (newly added key activity in 2020)
15. Land acquisition for Fire Station 7-11
16. Land acquisition for Fire Station 7-12
17. Open Fire Station 7-4
18. Conduct the feasibility study of Fire Station 7-2
19. Implement recommendations from the School Crossing Guard Program Review
20. Develop and implement a Corporate Security Plan

●●● Discussion

Discussion Question

What are some opportunity areas that the City of Vaughan should focus on over the next several years as it relates to Active, Safe and Diverse communities and the Diversity and Inclusion Task Force, and why?