

Administration Update

Presenter: Krystell O'Hara

Department: Community and Protective Services

Meeting Date: Nov 17, 2021

D&I Plan

Action	Update	Status
Accessibility Audit	Budgeted for 2022. Background research and scope of work being done.	In Progress
Awareness Campaign	Expected to be launched in Q1 of 2022, working with comms on material	In Progress
Gender- Neutral Washrooms	Updating all single-stall washrooms to gender-neutral signage. Educational resource created.	In Progress (Jubilee Complete)

RACIDE Recommendations

Recommendation	Update	Status
Committee Bylaw Update	Review and update done	Complete
Black Community – Working Group	Formed and met as needed, members now invited to RACIDE meetings	Complete
Committee Recruitment & Selection Review	Review and updated processes, to launch in Fall	Complete
Equity & Inclusion Office	Interdepartmental taskforce transitioned to Office, FTE position created	Complete
Support for Black & Indigenous led Initiatives	Capacity development, support for grant applications, etc.	Ongoing
Independent Study on racism	Employee Census complete and launch report in Fall	Complete

RACIDE Recommendations

Recommendation	Update	Status
Antiracism Training	Discussion with MCA for community-based development	In Progress
Equity & Inclusion Policy	Working with legal to explore	In Progress
Letter to Minister of Education	Letter sent on January 11 th	Complete
Acknowledgement Statement	Include in all staff email and public news release in Fall	Complete
Review & Improve Supports for Employees experiencing racism	Develop resources for staff and management in 2022.	Outstanding
GBA+ Policy & Procedural Review	Need to develop systemic process for review.	Outstanding



Questions