

# Administration Update

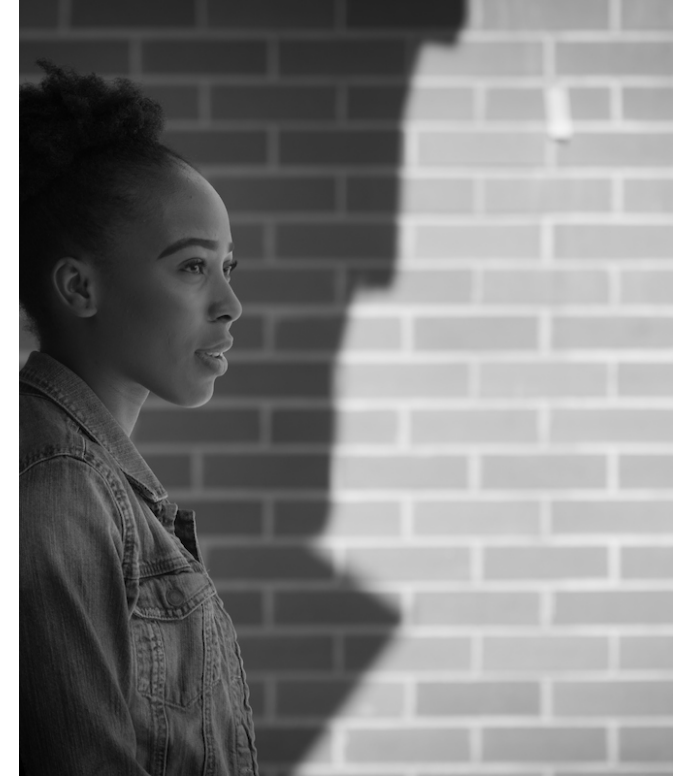
Presenter: Caitlin Downie

Department: Community and Protective Services

Meeting Date: Mar 10, 2021

# ***Background***

- UNESCO Coalition of Inclusive Municipalities
- Diversity & Inclusion Community Plan 2017-2022
- Strategic Plan 2018-2021

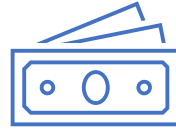


# ***D&I Community Plan – Progress To Date***



## ***Accessibility of Spaces***

- Seniors Parking
- Pride Crosswalk
- Quiet Rooms
- Bus Pass Program Expanded
- New Website



## ***Financial Support***

- CIP grant funding support for low to no cost social programs including Black History Month, MCA EXPO, Human Rights day



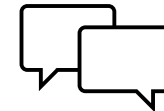
## ***Training & Education***

- Active Witnessing & Hate Hurts, Unconscious Bias, LGBTQ2S+, Cultural Awareness, Seniors & Accessibility
- Indigenous Learning Series, Blanket Exercise



## ***Public Awareness***

- I See You: Sawubona exhibit
- “I am Different Because... Campaign
- New Perspectives Film Series
- Poverty & Homelessness Awareness Week



## ***Engagement of Diverse Voices***

- Conversation Cafés
- Reconciliation Advisory Circle formed

# ***D&I Community Plan – Next Steps***

## **Effective Communication**

- Communications on progress pertaining to equity and inclusion
- Improve accessibility of information including plain language, translation, and ASL or CC

## **Diverse Voices Involved and Engaged**

- Review of the Public Engagement Policy
- Examine opportunities to improve plain language and inclusive marketing

## **Recognize and Celebrate Diversity**

- Documents appropriately reflect diversity
- Continue to support events celebrating diversity

# ***D&I Community Plan – Next Steps***

## **Increase Awareness & Understanding**

- Awareness campaign
- Ongoing training opportunities

## **Foster Trust & Collaboration**

- Continue to collaborate closely with community partners to support equity & inclusion
  - Diversity calls
  - NIN, CRI, Pride YMM, SRC, EYC, etc.

## **Reduce Barriers**

- Review opportunities for increased physical accessibility, affordability, and inclusion of all residents
  - Accessibility checks
  - Gender-neutral washrooms
  - Transit bus tracking

# RACIDE Recommendations

Recommendation	Update	Status
Committee Bylaw Update	Legal reviewing and updating	In Progress
Black Community – Working Group	Ad hoc member invitations Continuance of working group? – RACIDE direction	Outstanding
Committee Recruitment & Selection Review	Awaiting bylaw update	Outstanding
Equity & Inclusion Office	Interdepartmental taskforce transitioned to Office	Complete
Support for Black & Indigenous led Initiatives	Capacity development, support for grant applications, etc.	In Progress
Independent Study on racism	Anticipated employee census	In Progress

# RACIDE Recommendations

Recommendation	Update	Status
Antiracism Training	Discussion with MCA for community-based development	In Progress
Equity & Inclusion Policy	Working with legal to develop	In Progress
Letter to Minister of Education	Letter sent on January 11 <sup>th</sup>	Complete
Acknowledgement Statement	Development with communications	In Progress
Review & Improve Supports for Employees experiencing racism	No update	Outstanding
GBA+ Policy & Procedural Review	No update	Outstanding





# ***Questions***