

Administration Update

Presenter: Caitlin Downie

Department: Community and Protective Services

Meeting Date: Oct 20, 2021

D&I Plan

Action	Update	Status
Accessibility Audit	Included in 2022 budget, meeting to be scheduled with working group (including reps from RACIDE, ACOA, and RIC)	In Progress
Awareness Campaign	Plans to launch in late Fall/Winter 2021, working with comms on material	In Progress
Gender- Neutral Washrooms	Updating all single-stall washrooms to gender-neutral signage, scan being done on any outstanding locations	In Progress (Jubilee Complete)

RACIDE Recommendations

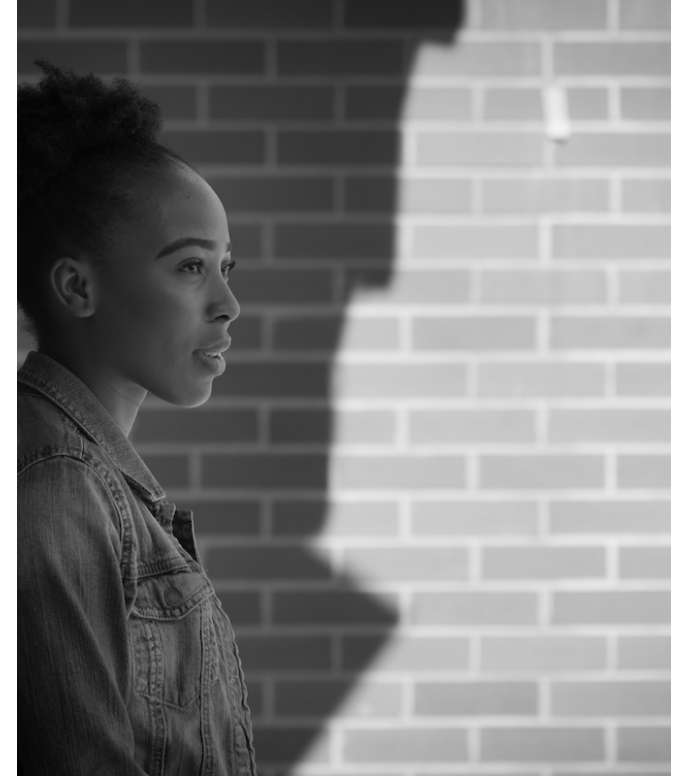
Recommendation	Update	Status
Committee Bylaw Update	Review and update done	Complete
Black Community – Working Group	Formed and met as needed, members now invited to RACIDE meetings	Complete
Committee Recruitment & Selection Review	Review and updated processes, to launch in Fall	Complete
Equity & Inclusion 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	No update	Outstanding
GBA+ Policy & Procedural Review	No update	Outstanding

HR Updates

- Social Planner (Krystell) to support external DEI work, address outstanding items within D&I Community Plan
- Program Manager, E&I being recruited - will focus on organizational E&I work, and deliverables of the E&I Office





Questions