

Subject: Equity, Diversity, and Inclusion 2024 Workplan

Department: Corporate Services

Division: Clerks

Report #: CPS-2023-075

Meeting Date: 2023-11-13

Recommendations

That the report CPS-2023-075, Equity, Diversity, and Inclusion 2024 Workplan, be received.

Background and Analysis

The Equity, Diversity, and Inclusion (EDI) Committee consists of ten (10) members representing diverse backgrounds and groups (national origin, ethnicity, language, race, colour, sexual orientation, gender identity, age, etc.), containing one (1) member of Council, one (1) member of staff and eight (8) members of the public.

The Committee's mandate is to serve as a main advisory body to Council on matters and issues related to equity, diversity, and inclusivity in the Town. The Committee consults externally with the community, with a focus on liaising with marginalized groups, groups that have historically experienced discrimination, and internally with staff, to progress EDI initiatives, which includes providing advice, feedback, and making recommendations to Town Council.

Goals and objectives of the EDI Committee include:

- Advise on short-term, intermediate, and long-term EDI issues, matters and opportunities to increase the community's equity, diversity and inclusivity
- Develop a work plan to be approved by Council
- Provide advice, feedback and make recommendations to Council on issues and matters related to equity, diversity and inclusivity in the Town
- Identify best practices through research and raise awareness in the community
- Identify systematic and institutional barriers in the Town processes, services, programs or facilities
- Identify barriers in the community that impact the social, health and/or economic well-being of residents and propose solutions

- Provide advice on programs, services and processes from an EDI perspective

The EDI Committee has prepared a 2024 Workplan (Attachment 1), which outlines the various projects that will be focused on during their term.

Strategic Alignment

Strategic Plan

Strategic Goal: Community Vitality

Objective: Vibrancy: Build a more inclusive community and ensure citizen involvement.

Well-Being: Support citizen and staff health, security, and well-being

Sustainable Neighbourhood Action Plan

Theme: Social Well-being

Strategy: Provide accessible social and community program options that support health, wellness, and learning.

Notice Provisions

None.

Financial Impact

Funding for costs associated with committees is included within the levy-funded operating budget. The 2023 Budget included approximately \$215,000 in funding for committee expenses, with the majority allocated to the Police Services Board.

The attached workplan outlines the projected expenses for 2024.

Respectfully submitted:

Reviewed by:

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Deputy Clerk, Corporate Services

Prepared by:

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Attachment(s):

1. Equity, Diversity, and Inclusion 2024 Workplan