

**APPENDIX B**

**SUMMARY OF 2024 - 2026 EQUITY, DIVERSITY & INCLUSION (EDI) INITIATIVES**

The Town approved \$80K for an EDI Strategy. After consulting EDI experts & best practices, we determined that success requires sustained, long-term funding and an iterative approach. Our focus will be raising awareness and building capacity to deliver EDI initiatives while calling on Dufferin County for action in Orangeville.

Community Engagement Opportunities	EDI INITIATIVES 2024 - 2026	2024			2025				2026				Estimated Spend								
		Q4			Q1	Q2	Q3	Q4	Q1		Q2	Q3		Q4							
		October	November	December	January	February	March	April	May	June	July	August		September	October	November	December				
<b>PARTNER WITH AGENCIES &amp; RELEVANT STAKEHOLDERS TO IMPLEMENT BEST PRACTICES</b> There is a wealth of readily available documentation that outlines impactful work accomplished by EDI professionals.													\$ 10,000.00								
◆	Research & municipal benchmarking for policy development*	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ -
◆	Research & explore implmentation of data collection tools**				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 10,000.00
<b>COMMUNICATIONS ENHANCEMENTS</b> This focus area seeks to integrate an EDI perspective into all our initiatives and explore training opportunities for staff.													\$ 30,000.00								
	EDI training for All Staff				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 15,000.00
◆	Apply an EDI lens to everything we do (ex. enhancements to Town collateral & external communications)									X	X	X	X	X	X	X	X	X	X	X	\$ 15,000.00
<b>COMMUNITY CONVERSATIONS</b> Host & co-host community forums and events, promote and enhance existing library initiatives, and seek partnership opportunities with ongoing efforts led by Dufferin County.													\$ 30,000.00								
◆	Research & support co-curated events with community partners	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 10,000.00
◆	Research, support and promote Library initiatives	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 10,000.00
◆	Opportunities for engagemnet will be built into everything we do	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 10,000.00
<b>POTENTIAL LANDSCAPE INVESTMENTS</b> Landscape investments, defined as physical additions to the environment that honor EDI principles, can take various forms, such as plaques, benches, decals etc. To support these efforts, the EDI framework has allocated funds for exploring meaningful landscape investments in collaboration with our community partners.													\$ 10,000.00								
◆	Community Consultation	X	X	X	X	X															\$ -
◆	Implementation					X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 10,000.00
<b>KEY DATES OF SIGNIFICANCE</b> Defined as notable historical or cultural events that hold substantial importance***. Key dates of significance will remain a priority throughout the EDI framework, with many already supported through existing library programming and proclamations.													\$ -								
◆	National day for Truth & Reconciliation - September 30												X							X	\$ -
◆	Black History Month - February				X											X					\$ -
◆	International Women's Day - March 8th					X										X					\$ -
◆	National Indigenous History Month / Peoples Day - June 21st								X								X				\$ -
◆	Celebrate Your Awesome / PRIDE Season - June							X									X				\$ -
Total Estimated Spend:													\$ 80,000.00								
Funds Available:													\$ 80,000.00								
Variance:													\$ -								

**NOTES:**

\*Examples of potential Policies to be developed: EDI Policy for Staff & Volunteers, Accessibility Standards, More Inclusive Benefits Provisions, Observances of Religious Holidays etc.

\*\*Data collection tools could include the collection of socio-demographic data (such as race, gender & disability) on a voluntary basis, and/or internal/external surveys.

\*\*\*These dates are not a comprehensive list of all the EDI dates of significance supported by the Town.