

## Executive Summary: Equity, Diversity, & Inclusion (EDI) Strategy

An EDI strategy has been developed that builds a framework to advance EDI and redirects consultant funding into community investments. Key focus areas include Implementing Best Practices, Communication Enhancements, Community Conversations and Landscape Investments. These integrated efforts will continue to support a more inclusive environment while engaging residents and community groups in meaningful dialogue and collaboration.

**Implement Best Practices:** A wealth of documentation is available that highlights impactful work accomplished by EDI professionals, offering valuable insights and best practices that extend beyond any single initiative or project.

Budget: \$10,000

Key references include:

- Canada's Anti-Racism Strategy 2024-2028: Addressing systemic racism with evidence-based actions and community involvement.
- Truth & Reconciliation Calls to Action: Promoting reconciliation and addressing the legacy of residential schools.
- Federation of Canadian Municipalities' Anti-Racism, Equity, Inclusion & Reconciliation Resource Hub: Supporting municipalities in fostering inclusive communities.

**Communications Enhancements:** Investing in communications ensures broad community reach and impact. This focus area seeks to integrate an EDI perspective into all our initiatives and explore training opportunities for staff.

Budget: \$30,000

Examples include website and social media enhancements, staff training and policy development, promoting inclusivity through messaging such as *"Holding space for the humanity in all of us."*

**Community Conversations:** Host and support community forums, enhance library initiatives, and partner with Dufferin County efforts. This includes speaker series, expert panels, and events to engage Orangeville and the broader County community to foster learning and growth.

Budget: \$30,000

The Library and EDI Strategy objectives – related to a commitment to inclusivity – are closely aligned and a proposed plan for 2025 programming has already been developed including: Cultural Heritage Celebrations, LGBTQ2S+ Support/PRIDE Programming and Truth & Reconciliation Initiatives.

**Landscape Investments:** The EDI Strategy allocates funds for landscape investments that promote inclusivity and diversity. Collaborating with community partners, these efforts aim to enhance public spaces and reflect our commitment to EDI values.

Budget: \$10,000

To date, local community groups have endorsed ideas such as the installation of community recognition benches and an Indigenous plaque. The specifics of future landscape investments will be community-led, rooted in the principle of *"nothing for them without them"*, ensuring that proposed ideas involve the input and participation of community groups.

In addition: The Town already promotes inclusivity, pride, and community connections through a variety EDI initiatives – the Medicine Wheel Garden, Public Art, Celebrate Your Awesome etc. – and recognizing key dates of significance will remain a priority in the EDI strategy, supported by existing initiatives and the established community-led proclamation process.