

Equity, Diversity and Inclusion (EDI) Strategy

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.

Community Engagement Opportunities	Key Focus Areas	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	January	February		March	April	May	June	July	August	September	October	November	December
<p align="center">PARTNER WITH AGENCIES AND RELEVANT STAKEHOLDERS TO IMPLEMENT BEST PRACTICES</p> <p>A wealth of documentation is available that highlights impactful work accomplished by EDI professionals, offering valuable insights & best practices that extend beyond any single initiative or project.</p>		\$ 10,000.00																											
<input checked="" type="checkbox"/>	Research & municipal benchmarking for policy development* and other initiatives.	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 10,000.00
<input checked="" type="checkbox"/>	Research & explore implementation of data collection tools**				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ -
<p align="center">COMMUNICATIONS ENHANCEMENTS</p> <p>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.</p>		\$ 30,000.00																											
	EDI training for All Staff				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 15,000.00
<input checked="" type="checkbox"/>	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	X	X	X	X	X	X	X	\$ 15,000.00
<p align="center">COMMUNITY CONVERSATIONS</p> <p>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.</p>		\$ 30,000.00																											
<input checked="" type="checkbox"/>	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	X	X	X	X	X	X	X	X	\$ 10,000.00
<input checked="" type="checkbox"/>	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	X	X	X	X	X	X	X	X	\$ 10,000.00
<input checked="" type="checkbox"/>	Opportunities for engagement 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	X	X	X	X	X	X	X	X	\$ 10,000.00
<p align="center">POTENTIAL LANDSCAPE INVESTMENTS</p> <p>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.</p>		\$ 10,000.00																											
<input checked="" type="checkbox"/>	Community Consultation	X	X	X	X	X																							\$ -
<input checked="" type="checkbox"/>	Implementation						X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	\$ 10,000.00
<p align="center">KEY DATES OF SIGNIFICANCE***</p> <p>Defined as notable historical or cultural events that hold substantial importance. Key dates of significance will remain a priority throughout the EDI strategy, with many already supported through existing library programming and proclamations.</p>		\$ -																											
<input checked="" type="checkbox"/>	National Day for Truth & Reconciliation															X													\$ -
<input checked="" type="checkbox"/>	Black History Month - February				X																								\$ -
<input checked="" type="checkbox"/>	International Women's Day					X																							\$ -
<input checked="" type="checkbox"/>	National Indigenous History Month / Peoples Day								X																				\$ -
<input checked="" type="checkbox"/>	Celebrate Your Awesome / PRIDE Season								X																				\$ -
																									Total	\$ 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** an exhaustive list of all dates of significance supported by the Town. This section emphasizes ongoing commitment to recognizing dates of significance and identifying meaningful ways to honor them.