

City of Mississauga Corporate Report



<p>Date: November 30, 2021</p> <p>To: Chair and Members of General Committee</p>	<p>Originator's files:</p>
<p>From: Paul Mitcham, P.Eng, MBA, City Manager and Chief Administrative Officer</p>	<p>Meeting date: January 12, 2022</p>

Subject

Progress Report on Equity, Diversity and Inclusion

Recommendation

That the Equity, Diversity and Inclusion 2021 Progress Report attached as Appendix 1 to the report from the City Manager and Chief Administrative Officer dated November 30, 2021 and entitled "Progress on Equity, Diversity and Inclusion", be received.

Executive Summary

- The Equity, Diversity and Inclusion 2021 Progress Report (Appendix 1) (the Report) is an account of the combined and collaborative efforts of the City Manager's Office and the Human Resources Division on implementing the actions of the Workforce Diversity & Inclusion Strategy, Council directions and corporate priorities on equity, diversity and inclusion (EDI).
- The report was prepared in response to direction from General Committee on May 12, 2021.
- EDI initiatives in the Report have been organized under four themes:
 - **Supporting Change:** EDI initiatives that help raise employee awareness of the importance of EDI work.
 - **Supporting a Culture of EDI Learning & Development:** EDI initiatives that help increase employee and leader knowledge, understanding and outreach.
 - **Developing EDI Policy & Governance:** EDI practices that offer a consistent equity lens and procedural support to corporate initiatives.
 - **Identifying and Addressing Systemic Barriers:** EDI initiatives that aim to restructure processes and policies with an aim to building an equitable and inclusive Corporation.
- The Report concludes with EDI work that will continue in 2022/2023.

Background

On May 12, 2021, General Committee (GC) received an update on the City of Mississauga's (City's) first ever Workforce Diversity and Inclusion Survey (the Survey). The Survey data underscored that equity-deserving groups (Black, racialized, 2SLGBTQ+, people with disabilities, gender non-conforming, and Indigenous employees) who are disproportionately impacted by lack of progress on diversity and inclusion remain skeptical of the City's commitment to diversity and inclusion. Furthermore, it was clear that equity-deserving groups within the Corporation are under-represented in the High Potential pool and leadership roles when compared to both the available labour pool at the City and 2016 Statistics Canada Census data for Mississauga.

GC provided direction to staff to make changes within the Corporation to enhance representation of racialized people in senior leadership and to increase EDI efforts across the Corporation. Lastly, they requested that an EDI progress report be shared at a future GC meeting.

The Report provides a summary of the EDI initiatives undertaken by the City throughout 2021 that addresses key actions from the Strategy, the results of the Survey, and responds to Council's priorities and requests.

Comments

Please see Appendix 1 for the Report (specific actions related to the Workforce Diversity and Inclusion Strategy (the Strategy) are denoted by their Action number) along with an overview of what's coming up in 2022-2023. This report will be posted at the [Equity, Diversity and Inclusion webpage](#) on the City's external website. In addition, a progress report will be prepared annually for information for Council.

Financial Impact

There is no financial impact as a result of this report.

Strategic Plan

The report supports the Belong and Connect pillars of the Strategic Plan.

Conclusion

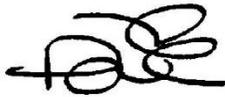
The City is open and committed to doing more to realize two fundamental goals of EDI:

- a. Fulfill the Strategy's vision of creating a respectful and supportive workplace that attracts, retains and develops a talented workforce reflective of our communities and citizens.
- b. Embed EDI considerations in a meaningful manner into all City policies, programs and services to nurture a culture of equity and inclusion.

Progress was made in 2020 and 2021 and will continue to be made in EDI initiatives across all parts of the Corporation.

Attachments

Appendix1: Equity, Diversity and Inclusion 2021 Progress Report



Paul Mitcham, P.Eng, MBA, City Manager and Chief Administrative Officer

Prepared by: Uzma Shakir, Strategic Leader, Diversity & Inclusion, Strategic Communications & Initiatives and Antonietta Di Salvo, Senior Manager, Human Resources