

City of Mississauga
Corporate Report



<p>Date: May 1, 2023</p> <p>To: Chair and Members of General Committee</p>	<p>Originator's files:</p>
<p>From: Shari Lichterman, CPA, CMA, City Manager and Chief Administrative Officer</p>	<p>Meeting date: May 24, 2023</p>

Subject

2022 Progress Report on Equity, Diversity and Inclusion

Recommendation

That the Equity, Diversity and Inclusion 2022 Progress Report attached as Appendix 1 to the corporate report dated May 1, 2023 entitled "2022 Progress Report on Equity, Diversity and Inclusion" from the City Manager and Chief Administrative Officer be received for information.

Executive Summary

- The Report (Appendix 1), outlines actions that fulfill corporate priorities on EDI, respond to Council direction, show progress on recommendations from the Workforce Diversity and Inclusion Strategy, and highlights other initiatives that promote and entrench EDI into all corporate practices.
- Initiated in response to direction from General Committee on May 12, 2021, this report is now an annual occurrence and for the first time includes actions taken from across the Corporation to advance and entrench EDI within the organization.
- EDI initiatives in the Report have been categorized under four themes:
 - **Supporting Change:** initiatives that support systemic change in the Corporation
 - **Supporting a Culture of EDI Learning and Development:** learning tools; training; presentations; consultations that make divisions aware of fundamental EDI principles and concepts and how to apply them to their line of business
 - **Developing EDI Policy and Governance:** projects that advance EDI through redesign of policy/program/service
 - **Identifying and Addressing Systemic Barriers:** tools and resources that support staff in their effort to embed EDI in their work

- The Report provides an overview of EDI work that will continue through 2023 and into 2024.

Background

The City has been undertaking the recommendations from the Workforce Diversity and Inclusion Strategy since 2017. Many more actions outside of the strategy have been taken as well. Staff dedicated to EDI have also been hired and are actively working across the corporation to enhance the City's commitment to equity and inclusion.

Several major milestones underpin the City of Mississauga's (City) work on Equity, Diversity and Inclusion including the:

- City's commitment under the Workforce Diversity and Inclusion Strategy and its recommendations.
- City's commissioning of the KPMG report on Human Resources Recruitment and Leadership Succession Planning Processes Review with EDI Lens.
- Council approval of the report on City's Asset Naming Policy Review through an EDI Lens.
- City's commitment to Truth and Reconciliation.
- Council approval of the Black Caucus report in 2022.
- City's legislative compliance obligations under the *Accessibility for Ontarians with Disabilities Act (AODA)*.

Comments

EDI Annual Report

This year's Report showcases the EDI work across the Corporation that has evolved into a 'decentralized' governance and reporting structure. This includes the work that has been done by Strategic Communications and Initiatives, City Manager's Office, Human Resources, Facilities and Property Management, and Culture. By intentionally collaborating as a 'community of practice' these disparate EDI functions have strategically merged.

While decentralized in structure, all EDI practitioners in the corporation share a common purpose, namely, facilitating systemic change within the corporation based in EDI considerations. Appendix 1 provides an overview of the work done in 2022 to advance EDI throughout the corporation.

2022 Employee Engagement and Demographic Survey

As an update, the City conducted its 2022 Employee Engagement and Demographic Survey. The 2022 Survey is an industry leading best practice amongst Canadian municipalities as it uses three unique lenses to analyze data: engagement, demographic and psychosocial factors.

The City achieved an overall engagement score of 67.4% with a City response rate of just over 47%, with 58% of permanent employees and 30.4% of temporary employees responding.

Given it has only been two years since the last Workforce Diversity and Inclusion Survey, the results remain relatively unchanged. However, there is some data of note:

- There remains a significant discrepancy between BIPOC, White, Immigrant, Non-Immigrant representation in the workforce when compared to availability in the City generally (according to Statistics Canada 2021 Census for Mississauga)
- The City continues to show under-representation of most equity-deserving groups in positions of leadership
- Consistent with the 2020 demographic survey, equity-deserving groups remain less assured of the City's commitment to equity, diversity and inclusion. Notably, Black respondents are less assured of the City's commitment to EDI
- On a positive note, in 2022 survey 56% of employees (other than heterosexual/straight) responded that they feel comfortable disclosing their sexual orientation in the workplace compared to 32% that do not and 12% who responded prefer not to answer. In the 2020 survey, only 39% of employees felt comfortable disclosing their identity as opposed to 42% who did not.

Financial Impact

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

Conclusion

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

1. Fulfill the Workforce Diversity and Inclusion Strategy's vision of creating a respectful and supportive workplace that attracts, retains and develops a talented workforce reflective of our communities and citizens.
2. Embed EDI considerations in a meaningful manner into all City policies, programs and services to bring about systemic change.

Progress was made in 2022 and will continue to be made in 2023 on EDI initiatives across the corporation.

Attachments

Appendix 1: Equity, Diversity and Inclusion 2022 Progress Report



Shari Lichterman, CPA, CMA, City Manager and Chief Administrative Officer

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