Appendix 1

Work Plan notes:

1. Structure of EDI at the City:

- o Budget specific to EDI
- o Stand Alone Future Directions for EDI
- o EEAC

2. Human Resources practices:

- o Stereotypes affect views of hiring managers: PERCEPTION due to lack of education Prejudice against groups such as immigrants, those with accents, disabilities etc.
- o Lack of minority groups in upper management positions also impacts perceptions
- o Lack of networking opportunities or barriers to accessing them
- o Socio-economic barriers to networking and opportunities
- o Having Canadian experience in workforce seems to be critical to securing a job, international experience is not valued
- o Job posting
- o Job shadowing/mentoring
- o Leadership pathway – open to part-time
- o Create opportunities for temp staff
- o Open door policy by management
- o What are the targets for Talent Diversification & Inclusion Specialist?
- o Compare Employee Survey to Regions report
- o What are barriers to rewards? Use and Application?
- o Days of float days? Family – Bereavement time, sick, mat leave
- o Training for young people on corporate life
- o Learning Library – self learning
- o Workshops/Courses – management/employees
- o Offering a safe space
- o Continuing with Equity Alerts
- o Continuing and deepening Unconscious bias training
- o Macroaggressions
- o Meeting people where they are
- o Reviewing EDI qualifications of presenters
- o Have a list of skillsets presenters
- o Sharing personal stories has pros and cons
    - o Can re-produce trauma
    - o Who is taking care of the person affected?
- o Frequency and consistency of learning
- o Embedded and moving in small increments
- o What topics will be hit each month
- o Do not need to be an expert (SME) to share
- o Distributive Leadership - Introducing the concept
- o Barriers to employment: Stereotypes, Prejudice, Socioeconomic, hiring process

- o Job advancement – job shadowing/mentoring

3. Accessibility Initiatives:
- o Making facilities public spaces accessible
- o Accessibility Audits – to assess barriers to public services/spaces

4. Indigenous Relations:
- o Fulfilling Treaty Obligations under TRC Calls to Action recommendation #45

5. Communication and support for residents:
- o Sharing of policies with residents
- o City Policies – accountability, consequences, enforcement
- o Reducing red tape – implement EDI changes
- o Awareness building- policies, training
- o Providing equal opportunities to all the groups / sections of the people
- o Community grants to fund EDI related initiatives by community members
- o Workshops available to various workplaces wishing to implement EDI principles
- o Resources such as the Land Acknowledgements available to the public as well as easy access to stats
- o Going to faith communities to provide resources and education
- o Distinction between minority groups, they are not necessarily mutually inclusive i.e. culture/religion; gender/sexuality
- o Awareness building
- o What is not tolerated - What is the policy?
- o Utilize community outreach such as surveys conveyed regularly to inform decisions
- o Using census data to see who is using what service
- o Making use of social media to reach wide audiences
- o Host Reddit AMAs or be active on subreddits
- o Follow current social issues and trends to maximize exposure and participate in relevant discussion

6. Equitable Community Engagement:
- o Knowledge – who has access to knowledge
- o Take inventory of the work that has been done i.e. what are the root causes
- o Do we need focus groups? Who do we get answers from – City residents?
- o Communication – how do we find out about opportunities to combat racism, discrimination, hatred
- o Go where they (communities) are
- o Accommodating the front line person
- o Asking who's voice is not at the table
- o How do we identify race-based groups

7. KPIs/Data:

- o Use measurement to inform communities
- o Develop effective metrics to tell our story and be accountable
- o Collect data to understand what the nature of community experience is and how/who is being impacted

8. Monitoring Racism/Hate:

- o Establish a hotline to encourage reporting of racism/discrimination/hate
- o Monitor/track hate incidents
- o Support anti-hate, racism and discrimination education within Mississauga