

Towards Equitable Engagement

Combating Racism, Discrimination, and
Hatred Advisory Committee Meeting

Wednesday, December 4, 2024



City's Commitment for Community Engagement*

- Meaningful Engagement Every Time

Guided by principles:

- Accessible & Inclusive
- Transparent
- Trust
- Understand the Community
- Informed

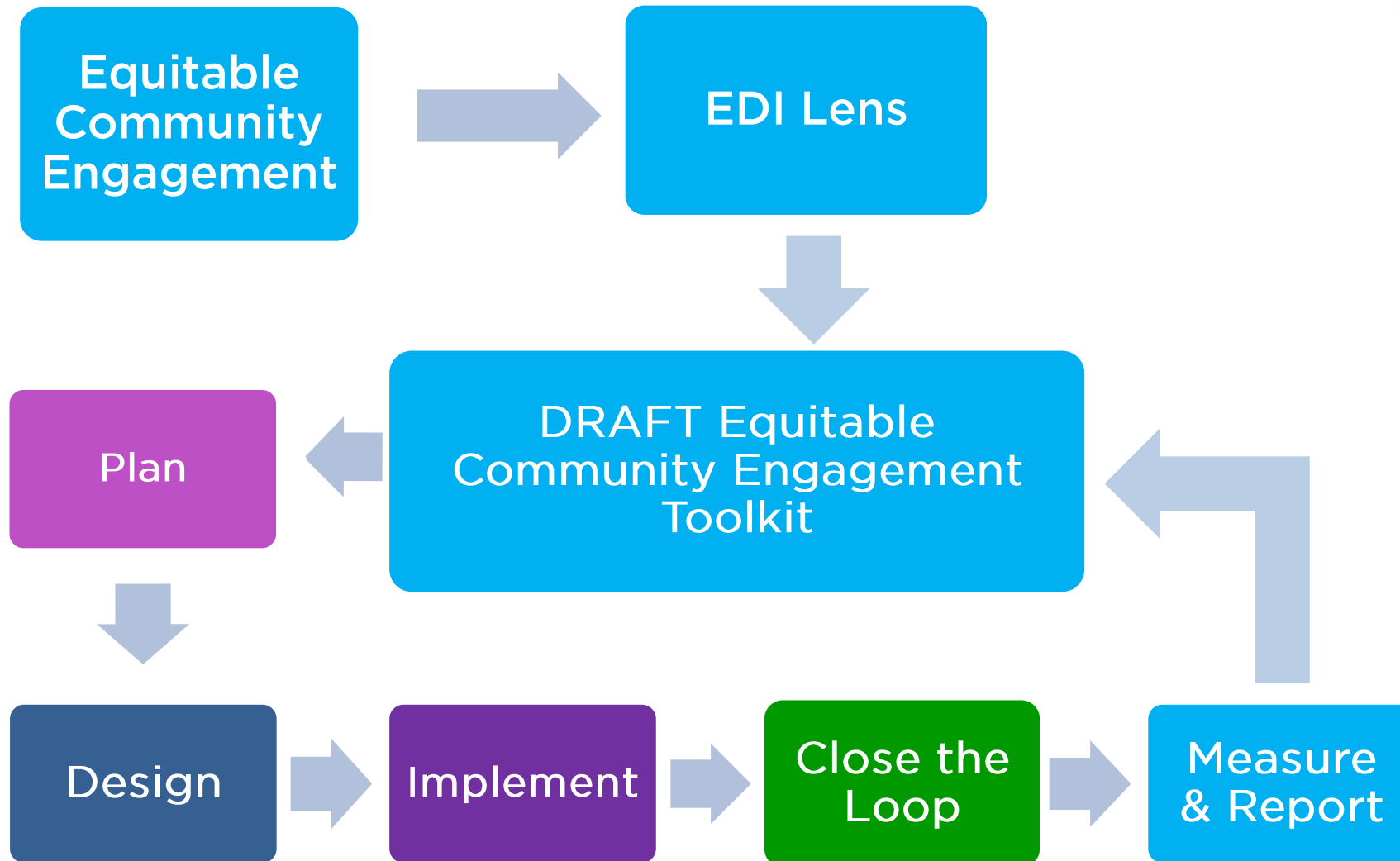
*City Community Engagement Strategy 2017 (updated 2019)



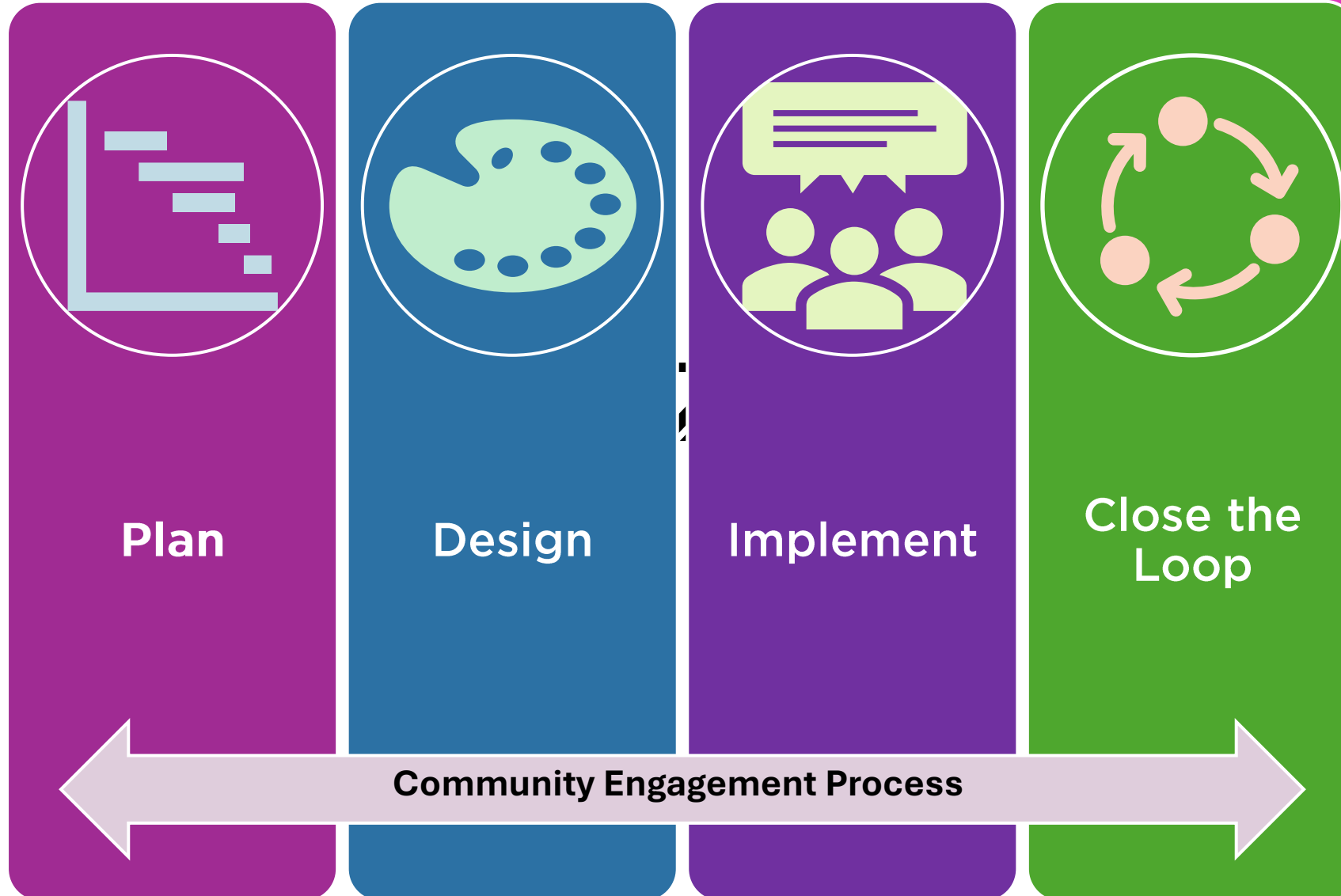
The Journey towards Equitable Community Engagement



Equitable Community Engagement Process



DRAFT Equitable Engagement Framework



Stage 1



Plan



- What is the decision to be made?
- What can be influenced?
- Is there an engagement process?
- Who would benefit or be harmed by decision?
- What do we know about participants? Don't know?
- Who and What do we need to ask?
- What is their role in engagement process?
- Is there a history?
- Is the project team diverse?
- How best to support participation?

Stage 2



Design



- How best to engage?
- When?
- Where?
- What would help communities engage?
- Are there barriers?
- How are barriers removed?
- What information is needed for decision?
- Who are appropriate messengers?
Facilitators?
- What best to communicate?
- How are diverse perspectives included?

Stage 3



Implement



- Is the space safe and welcoming for all?
- Does the pace, format and language work for everyone?
- How will everyone be heard?
- Who participated?
- Who did not and why?
- Are there insights from Indigenous Peoples, those who face economic, social and/or health inequities?
- What is approach for best efforts?

Stage 4



Close
the
Loop



- Who participated?
- Who did not and why?
- Are there insights from Indigenous Peoples, those who face economic, social and/or health inequities?
- What is approach for best efforts?
- What is report back process to participants?
- How will results reflect inputs?
- How is engagement contributing towards Truth and Reconciliation?
- What needs improvement?

Thank you

Ruth Marland, MCIP, RPP
Strategic Leader, Engagement
ruth.marland@mississauga.ca

