

City of Mississauga
Corporate Report



Date: May 21, 2025	Originator's files:
To: Chair and Members of Council	
From: Geoff Wright, P.Eng, MBA, City Manager and Chief Administrative Officer	Meeting date: June 25, 2025

Subject
Equity, Diversity and Inclusion Progress Report 2024

Recommendation
That the Equity, Diversity and Inclusion (EDI) Progress Report 2024 (the Report) attached as Appendix 1 to the report from the City Manager and Chief Administrative Officer dated May 21, 2025 be received for information.

Executive Summary

- The Equity, Diversity and Inclusion (EDI) Progress Report 2024 (Appendix 1), outlines actions that fulfill corporate priorities on EDI, respond to Council direction, show progress on City’s EDI commitments, and highlight 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 includes actions taken from across the Corporation to advance and entrench EDI within the organization.
- EDI initiatives in the Report continue to be categorized under four themes:
 - **Supporting Change:** Initiatives that support EDI grounded change in the Corporation
 - **Supporting a Culture of EDI Learning and Development:** Learning tools; training; presentations; and consultations that build divisional knowledge and skills to understand fundamental EDI principles and concepts and apply them to different lines of business
 - **Developing EDI Policy and Governance:** activities that advance EDI through redesign of policies, programs or services.

- **Identifying and Addressing Systemic Barriers:** Tools and resources that support staff in embedding EDI in their work in order to reduce systemic barriers
- The Report also provides an overview of EDI work that will continue through 2025 and into 2026.

Background

Equity Diversity Inclusion (EDI) at the City of Mississauga is in a moment of transition, moving from its introductory stage and maturing. At City of Mississauga, we define EDI as follows:

Equity recognizes that each individual or group of people face “different” barriers in society, hence, allocates resources and opportunities in a manner that allows each individual/group to access them equitably.

Diversity is having a presence and representation of people who are different. This includes but is not limited to race, gender, disability, religion, sexual orientation, political affiliation, age, languages and nationalities. Mississauga is one of the most diverse cities in the world. Many studies show that inclusion of diverse voices and ideas has a positive impact on decision making, organizational culture, and the bottom line.

Inclusion is the state in which all groups feel recognized and receive access to programs, systems and power and are not discouraged due to their personal characteristics. Our aim is for all employees and residents to feel included in their city and workplace.

The City’s EDI work began in 2017 with the city’s first Workforce Diversity and Inclusion Strategy. In 2020, following the Council’s passage of Resolution 207 (anti-Black and Indigenous racism), staff amplified this work, including the creation of the Black Caucus Alliance, a group the city continues to work with this day. In 2021, Council requested that staff bring forward an annual report on the City’s EDI efforts. This report and the attached Appendix 1 fulfills this request. This report is the fourth progress EDI progress report brought to Council.

Comments

Some notable achievements from 2024 are:

- The City's five Employee Resource Groups (Indigenous, MiPride, Able, Diverse and Multicultural, Black) continue to provide critical employee led supports to their members.
- Human Resources' Talent Acquisition team continues to build key strategic partnership to diversify the talent pool and improve talent recruitment policy and practice.
- The corporate-wide Psychological Health and Safety Strategy makes key advancements in employee health in the workplace through e-learning modules, training, disability management processes, integration of psychological health and safety considerations in key processes.
- Employee EDI learning and development offerings continue to be enhanced by focusing on a broad range of issues.
- The next iteration of the City's EDI strategy (Empowering Change: A Comprehensive EDI Strategy) will be brought to Council before the end of 2025.
- Accessibility continues to be improved at City facilities, services and public spaces through targeted renovations to remove existing built environment barriers, including MiWay transportation services and cultural events.
- The city continues to focus on place-making by returning Indigeneity to the City through meaningful and respectful partnership with Indigenous communities.
- Mississauga is taking a proactive stance on building its capacity to address racism, discrimination, hatred through the work of the Combating Racism, Discrimination Hatred Advisory Committee, delivering Countering Hate in our Communities Training to City divisions and partnering with Peel Regional Police and Safe City Mississauga.

Appendix 1 provides a full overview of the progress made in 2024 and the planned work for 2025 and 2026.

Financial Impact

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

Conclusion

The City is committed to its EDI journey by building stable foundations that grow EDI work corporately and ensuring that this growth is aligned to organizational values, efficiency and effectiveness. The next iteration of the city's corporate EDI Strategy

(Empowering Change: A Comprehensive EDI Strategy 2025-2030) will provide the organization with a road map and tools to consolidate all the work City is doing currently and to allow it to progress in a coherent manner into the future.

Attachments

Appendix 1: Equity, Diversity and Inclusion Progress Report 2024



Geoff Wright, P.Eng, MBA, City Manager and Chief Administrative Officer

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Communications & Initiatives