

City of Mississauga
Corporate Report



<p>Date: March 21, 2024</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: April 24, 2024</p>

Subject

Equity, Diversity and Inclusion Progress Report 2023

Recommendation

That the Corporate Report dated March 21, 2024 entitled "Equity, Diversity and Inclusion Progress Report 2023" from the City Manager and Chief Administrative Officer be received for information.

Executive Summary

- The Equity, Diversity and Inclusion (EDI) Progress Report 2023 (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 in 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 have been 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 2024 and into 2025.

Background

The goal of all EDI work at the City is viewed and should be assessed through the following lens:

- Establishing stable scaffolding on which to build EDI infrastructure so it is sustainable.
- Working in a coordinated, collaborative and corporate wide manner so it is comprehensive.
- Embedding EDI in a progressive manner into all major structures and practices so it is normalized; and
- Establishing various baselines from which to measure progress in the future to ensure accountability.

Some notable achievements from 2023 are:

- Progress in implementing the KPMG Human Resources recommendations on Recruitment and Leadership Succession Planning Processes using an EDI lens.
- Progress on the City's Asset Naming Policy Review through research and extensive community engagement.
- Development of a progress tracking plan for implementing the recommendations of the Black Caucus report: First Steps.
- Preparation of a comprehensive statement of work on developing a 6-year Anti Racist Anti Oppression Strategy (2024-2030) for the City – the next stage of our Workforce Diversity and Inclusion Strategy.
- Ongoing action to underscore City's continued commitment to Truth and Reconciliation; and
- Actions that meet and exceed legislative compliance obligations under the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA).

Comments

As in 2021 and 2022, the 2023 EDI Progress Report showcases the EDI work across the Corporation carried out by the EDI Community of Practice, namely, subject matter experts from across the Corporation. This includes the work that has been done by Strategic Communications and Initiatives; Human Resources; Facilities and Property Management and Indigenous Relations Heritage and Museums. These disparate EDI functions strategically and intentionally collaborate over a common purpose, namely, facilitating systemic change within the corporation based in EDI considerations.

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. Create 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 2023 and will continue to be made in 2024 through EDI initiatives across the Corporation.

Attachments

Appendix I: Equity, Diversity and Inclusion Progress Report 2023



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

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