

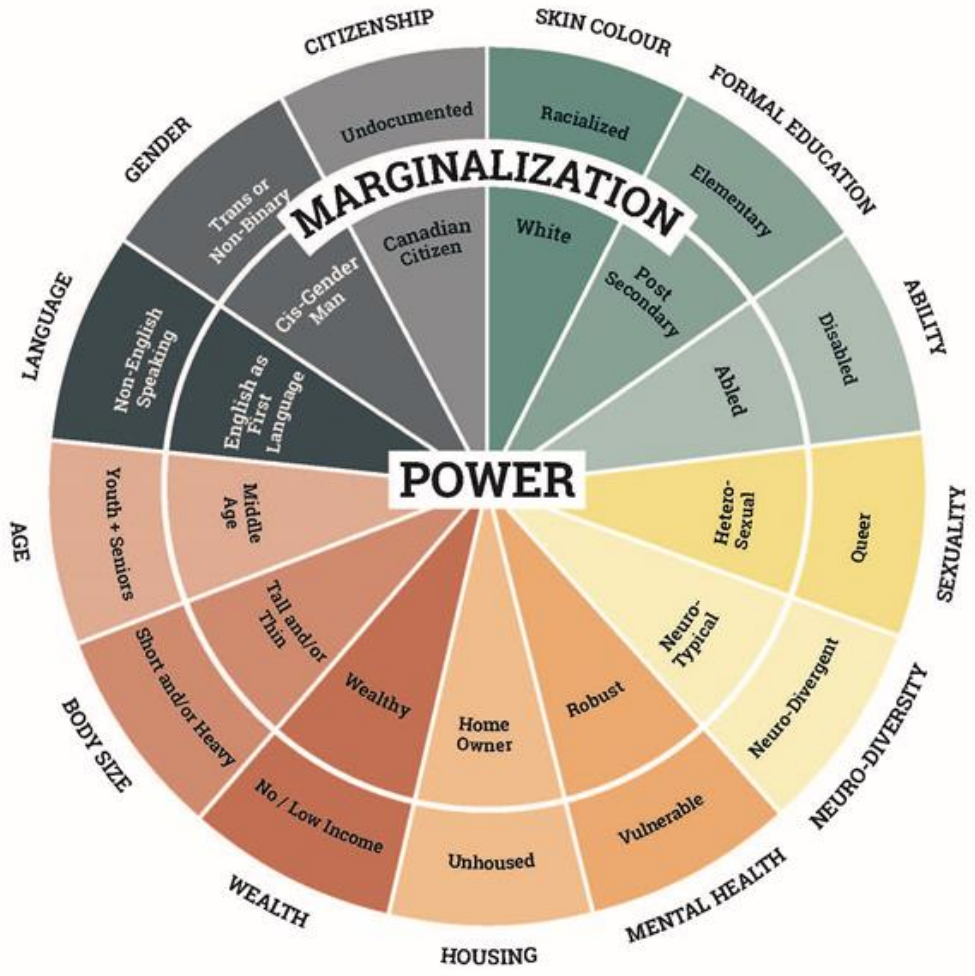
# EQUITY, DIVERSITY & INCLUSION OFFICE

2021

Homelands of the Songhees and Esquimalt People.



# Power & Privilege



# Dimensions of Equity

## Structural

- Acknowledge and address harm that has been done
- Commit to not perpetuating harm
- Address underlying root causes of inequities

## Procedural

- Prioritizing those who have been excluded from planning processes and would be most impacted
- Transparent, clear and inclusive engagement processes

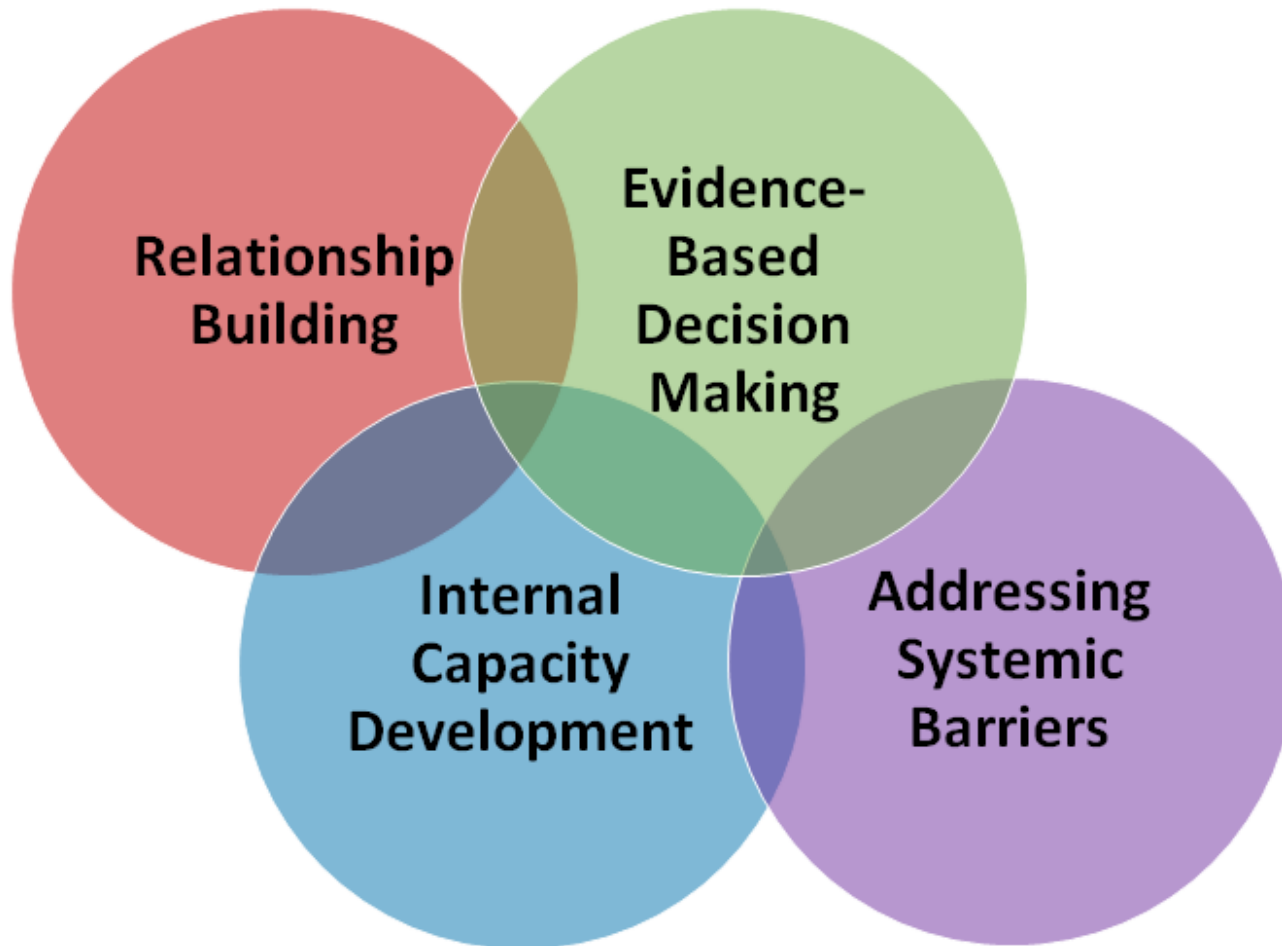
## Distributional

- Equitable distribution of resources and services
- Prioritizing areas that have been traditionally underserved (and missed) by municipal practices
- Ensuring that this does not perpetuate or exacerbate harm

## Transgenerational

- Decisions consider generational impacts and do not result in unfair burdens on future generations

# Pillars of the Office of Equity, Diversity & Inclusion



# EDI Mandate (Core and Corporate)

## Accessibility Framework (Aida)

- Accessibility Advisory Board
- Universal Design Training

## Transgender, Non-Binary, Two-Spirit + Inclusion Plan (Aida)

- Gender Diversity Training

## Welcoming City Strategy (Silvia)

- Developing stronger and more inclusive communities
- Welcoming City Taskforce and Implementation

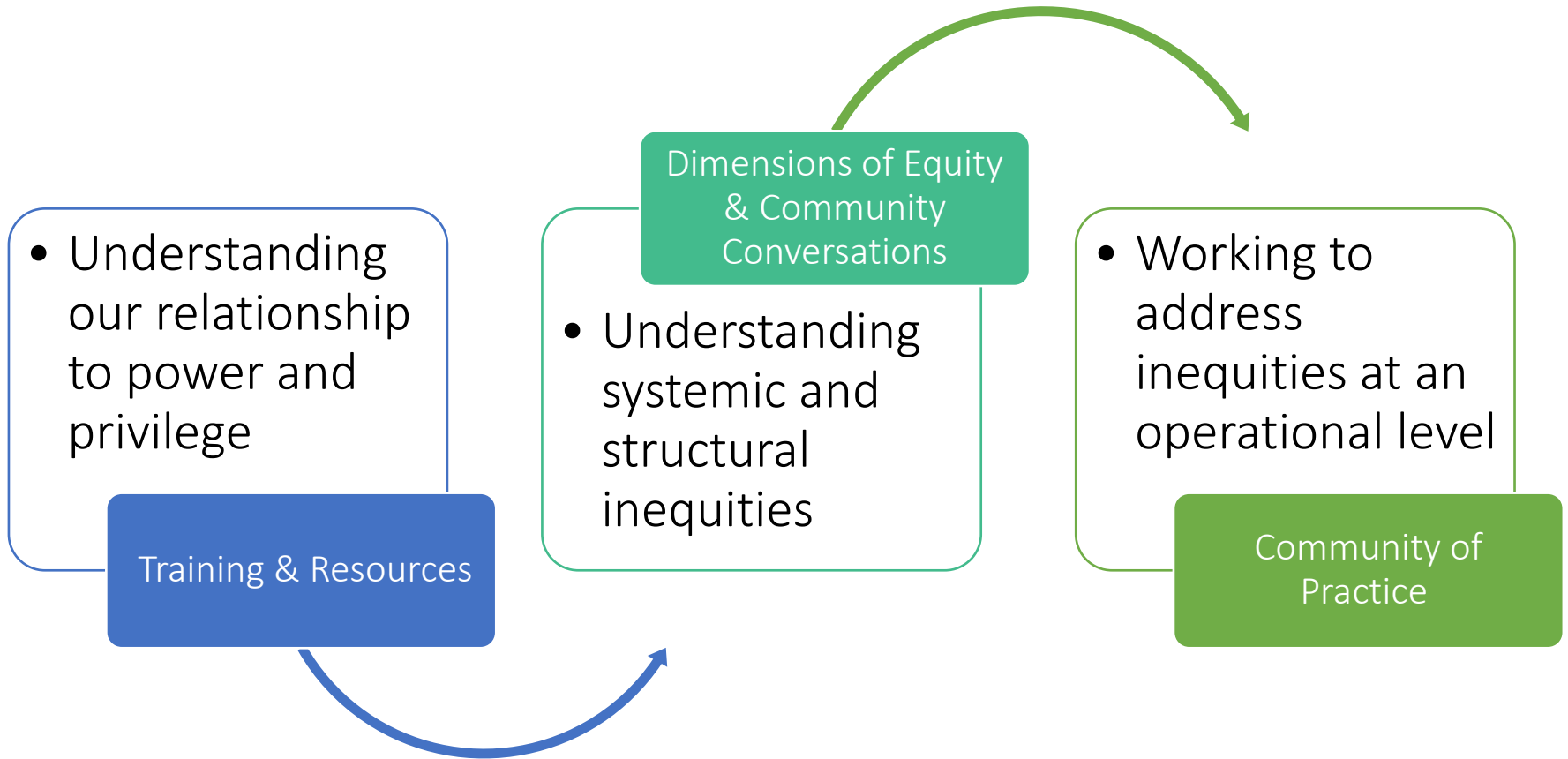
## International Decade for People of African Descent (Silvia)

- IDPAD Advisory Committee
- Anti-racism Training

## Supporting the Social Planning function (Jenna)

- Childcare Action Plan
- Seniors' Action Plan
- Universal Design and Barrier-Free Housing

# Embedding Equity In Our Work



# Community Conversations

- 18 Community Conversations since June 2021, with two more scheduled for November & December
- Emerging themes
  - Relationship Building
  - Capacity Development
  - Reconciliation & Healing
  - Addressing Systemic Barriers and Root Causes of Inequities
  - Accessibility
  - Celebrating Community

# Community Conversations

“Equity is when people can achieve their self-determined aspirations”

“Equity is when everyone in the community has time for themselves and a sense of ease”



**What does Equity mean to you?**

# Questions?