

Memo

To: Accessibility Advisory Committee
From: Rebecca Brookes, Strategy, Policy and Communications
Date: August 10, 2022
Subject: Current state inclusivity assessment

Comments

As you may recall, town staff attended the AAC's June 10, 2021 meeting to solicit committee members' feedback on the town's diversity and inclusion action plan. The plan included eight key deliverables to support the development of the town's first inclusion, diversity, equity and accessibility multi-year plan.

Since then, town staff has been working closely with CCDI Consulting, a leading organization in diversity and inclusion in the workplace, to conduct an assessment of the town's current state, including gathering workplace demographics, capturing inclusion sentiments in the town's workforce and community, and undertaking a comprehensive policy review.

The culmination of the work was presented to Town Council on August 9, 2022. Staff presented the current state inclusivity assessment including plans to develop a multi-year plan to support inclusion, diversity, equity and accessibility. A draft of the multi-year plan is now being worked on and will be presented to Town Council in early 2023. The AAC will be engaged for your input at that time.

For your interest, the news release, current state inclusivity assessment report and accompanying appendices are linked below.

- New release: [Town of Oakville to develop first inclusion, diversity, equity and accessibility multi-year plan](#)
- Council report: [Diversity and Inclusion Current State Inclusivity Report](#) (item 9.3) from the [August 9, 2022 Council Meeting Agenda](#)
 - Appendix A [Current State Inclusivity Assessment – Summary Report](#)
 - Appendix B [2021-2022 Inclusion and Diversity Initiatives](#)
 - Appendix C [2021 Accessibility Annual Status Update](#)

We look forward to discussing the draft multi-year plan with you in early 2023.

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