

Appendix B – Community and staff feedback on *draft Inclusion, Diversity, Equity and Accessibility Multi-Year Plan, 2024-2028* submitted through email, phone or online feedback form, grouped by theme

1. Theme: The Israel-Hamas war is impacting members of the Oakville community. There is disappointment with the handling of delegates at the December 18, 2023, and January 29, 2024 Council meetings.

	Comments	Outcome and town staff response
1.	immediate termination of Rob Burton, he demonstrated Islamophobia yesterday its all over social media. His actions were racist	The town appreciates and acknowledges the many community members who have share what they are feeling and have gone through, and how it has impacted feelings of belonging in Oakville.
2.	I believe the shameful action taken by the council on January 29th of silencing the residents of Oakville was directly against any sort of IDEA that the town could ever implement. If the town wants to see any improvement on this front, there needs to be a deeper investigation as to why we thought it was okay to silence an entire on this false case of anti-semitism. That was a harmful generalization and collective punishment by the council. I was at the meeting and there was no shred of antisemitism. This may be the wrong place for this comment as it does not directly relate to the IDEA multi-year plan. But as a white cis male, what I have learned from my limited education on Anti Racism from educators like Monique Melton is that it is the active act of identifying and dismantling systems of oppression. I believe the Oakville Council engaged in a racist act because of the historical silencing of Pro-Palestine throughout all of history. We remained complacent in a legacy of violence.	<p>We recognize we have work to do. While we have implemented several IDEA initiatives over the last 20 years, we want more for ourselves and our community. The work we have been doing on the Inclusion, Diversity, Equity and Accessibility (IDEA) Multi-Year Plan comes from a genuine desire to be a more inclusive workplace and community where everyone feels they belong.</p> <p>The plan formalizes a number of actions to increase accountability and transparency while supporting ways for our staff and residents to be more engaged with their work and community. In particular, we are looking within ourselves and our leadership to set what inclusive leadership looks like and how we can achieve that.</p>
3.	After listening to the mayor speak so completely racist to Arabic (Semitic people) people and their supporters I don't know how you can move forward with this. He needs sensitivity training and to resign. Israel has been murdering thousands committing genocide and disregarding the verdict of our international court of Justice we subscribe to. He just	We want to continue building trust as the town takes steps towards achieving our strategic plan with a new vision to be a vibrant and livable community for all that reflects the community's desire for an active, beautiful

	<p>spit on Canada's constitution. October 6, 2023 Israel had 7000 hostages of Palestinians 2070 on administrative detention meaning no charges and no sentencing. They have had a shoot to kill or maim policy especially with children. Children walking home from school shot dead in the street. When they detain or take hostages they are beaten, raped (young girls as in children too), tortured and terrorized. Many non profits have reports on this as well as IDF soldiers admitting to it. Usually we believe survivors of atrocities but your mayor obviously doesn't see them as people. Tell him to quit he has no right to sit in a position of power.</p>	<p>and full-of-life community where people of all ages and abilities have a place to call home. Our hope is that the actions we take over the next few years through this plan demonstrates our unwavering dedication to this vision. As we continue on our IDEA journey we will do our best to uphold our commitment to serving the community in a responsible, inclusive way, dedicated to building economic, social, and environmental sustainability.</p>
4.	<p>Mayor Rob Burton is not fit to govern a multicultural & diverse population in Oakville as he has shown his gross Islamophobic and racist behaviours in recent meetings. We demand a replacement with a better suited representative of Oakville that brings the people together and stands with the oppressed and minority despite outside pressures or political agendas.</p>	
5.	<p>This town deserves better than the likes of an islamophobic mayor! Ridding the town of this type of blatant racism should be the top priority of your inclusion & diversity plan. We won't forget at the polls.</p>	
6.	<p>The mayor of Oakville must walk the talk or resign. True inclusion and diversity is not possible with the kind of silencing and racist behaviour demonstrates by the mayor at the town hall meeting.</p>	
7.	<p>As an HR professional who literally preaches DEDI, one of the ways you know your DEDI plan is ineffective is when a white man shuts down the voices of people of colour because of his white fragility. Look it up mayor Burton!</p>	
8.	<p>Are you practising what you are preaching ? Are YOU STANDING UP for equity ????? OR STANDING DOWN and WALKING OUT ?? Work on YOURSELF FIRST</p>	

9.	<p>The refusal of the town council to so much as hear the motion calling for ceasefire is a racist move reflecting that the council does not consider the valid concerns of it's residents as worthy of being presented to the esteemed council. The statement the Town has put out on the subjecty does not reflect the views of a large portion of the Town's residents and is undemocratic in its nature. The existing council members including Mayor Burton have shown themselves to represent selective interests at best and will not be receiving my vote in the next election.</p>	
10.	<p>As an Oakville resident of 25 years, I was disappointed to see the Oakville Council's response to the call for a ceasefire in Gaza. Not supporting the current violence enacted by a government is not an act of antisemitism. Medical professionals showing what they personally dealt with in an active war zone is not obscene. The current violence is obscene. The mindless support of a nation, because of its religious affiliation and regardless of its actions, is obscene. Do better, Oakville.</p>	
11.	<p>Inclusion, Diversity and Equity are important to all of us in Oakville. That is why it was distressing to see the way Council acted on the 29th of January. DEI does not mean pretty words and nice gestures. DEI means allowing for difficult conversations and our Council has the first and foremost responsibility in this.</p> <p>I was very disappointed with council and see the need for them to be educated around anti-palestinian racism and media biases.</p>	
12.	<p>The objective of the plan is to have a community where everyone feels that they belong. Last Tuesday I attended a town council meeting in which the mayor did not even allow members of the community to be heard. He shut them down without even hearing what they had to say. I was bitterly</p>	

	disappointed with the behaviour of the mayor, and was made to feel by the mayor and council that I do not belong.	
13.	RHBURTON needs to resign as he has shown himself to be xenophobic.	
14.	<p>I am glad to see that the Town of Oakville is investing in improving its policies on inclusion, diversity, equity and accessibility. This work is vital to the growth of our community. I am writing to offer some feedback as a person of color living in Oakville.</p> <p>The plan mentioned that IDEA is important because human rights and justice demand it. As an Oakville resident, I lost faith in the idea of human rights as we continually see families and communities in Gaza be stripped of their most basic human rights to water, food, shelter, dignity, and safety. Every attempt I've made to fight for the human rights of the people of Gaza was met with disdain and impatience. I have come to realize that when the Town of Oakville talks about human rights, what is meant is human rights for the white citizens of Oakville, leaving those of us who identify as BIPOC feeling out of place.</p> <p>For many residents in Oakville, investing in IDEA is important to enhancing our wellbeing. Reading the IDEA plan left me feeling that this effort is a ploy to improve the economy. The plan states that human rights and justice "are also vital for organizations that wish to take advantage of the talent and potential of a diverse labour force and improve their overall performance in a global economy" (p.5). I highly believe that organizations can benefit from having a diverse workplace. "Taking advantage" of this diversity, however, leaves the other party at a disadvantage. I rely on elected officials to promote diversity to enhance my wellbeing as BIPOC in the</p>	

	<p>community, and not to be taken advantage of by business in the community.</p> <p>I also found it quite disheartening that the plan comfortably speaks of the global economy while Mayor Burton was quick to dismiss the voices of delegates at the January 29th Town Council Meeting when they intended to speak of global issues, stating that Council Meetings were to discuss issues that take place within the borders of Oakville.</p> <p>Finally, I noticed that there is not one mention of White Privilege in the IDEA plan. We can not talk about IDEA without addressing the societal advantages and benefits that white individuals often receive in Oakville. An example of that is council unanimously passing a motion supporting Ukraine in 2022, rightfully calling for a ceasefire, and organizing a “Stand with Ukraine Day” event in 2023, only for Mayor Burton to eliminate—in a disrespectful manner—Discussion Item 10.1 (Commitment to Community and Global Peace) during the January 29th Town Council Meeting.</p> <p>I look forward to seeing the final version of the IDEA plan. In the meantime, I ask that the Members of Council practice what they preach, and that they look at their privilege and how that plays a role in their approach to the genocide unfolding in Gaza.</p>	
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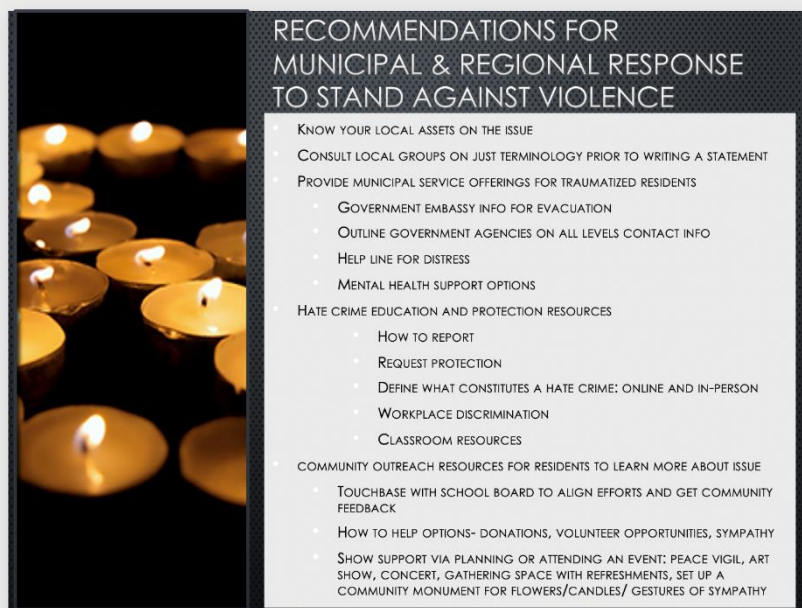
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17.	I would like to be an integral part of this plan. Please let me know how I can participate ongoing.	

The attached slide was going to be part of my delegation on item 10.1 but sadly it was not allowed to be heard. I sincerely hope you will take these recommendations into consideration.

I have been in Oakville since 1986 and I have seen how diverse it has become. What is essential for the future of our town is to recognize inclusivity and supporting one's wellbeing is not only celebrating them at a street festival with food and dance. We must recognize how global affairs impact our diverse population and rather than put our head in the sand leave it to the federal government we need to redefine community and provide ways for our community to support those deeply grieving in a safe space.



RECOMMENDATIONS FOR MUNICIPAL & REGIONAL RESPONSE TO STAND AGAINST VIOLENCE

- KNOW YOUR LOCAL ASSETS ON THE ISSUE
- CONSULT LOCAL GROUPS ON JUST TERMINOLOGY PRIOR TO WRITING A STATEMENT
- PROVIDE MUNICIPAL SERVICE OFFERINGS FOR TRAUMATIZED RESIDENTS
 - GOVERNMENT EMBASSY INFO FOR EVACUATION
 - OUTLINE GOVERNMENT AGENCIES ON ALL LEVELS CONTACT INFO
 - HELP LINE FOR DISTRESS
 - MENTAL HEALTH SUPPORT OPTIONS
- HATE CRIME EDUCATION AND PROTECTION RESOURCES
 - HOW TO REPORT
 - REQUEST PROTECTION
 - DEFINE WHAT CONSTITUTES A HATE CRIME: ONLINE AND IN-PERSON
 - WORKPLACE DISCRIMINATION
 - CLASSROOM RESOURCES
- COMMUNITY OUTREACH RESOURCES FOR RESIDENTS TO LEARN MORE ABOUT ISSUE
 - TOUCHBASE WITH SCHOOL BOARD TO ALIGN EFFORTS AND GET COMMUNITY FEEDBACK
 - HOW TO HELP OPTIONS- DONATIONS, VOLUNTEER OPPORTUNITIES, SYMPATHY
 - SHOW SUPPORT VIA PLANNING OR ATTENDING AN EVENT: PEACE VIGIL, ART SHOW, CONCERT, GATHERING SPACE WITH REFRESHMENTS, SET UP A COMMUNITY MONUMENT FOR FLOWERS/CANDLES/ GESTURES OF SYMPATHY

<p>18. On January 29th, 2024, Mayor Rob Burton dismissed 24 registered delegates on an issue after agenda item 10.1 regarding a Motion relating to the current conflict in Gaza was removed.</p> <p>The motion was to have council endorse a 'Commitment to Community and Global Peace', calling for the Town of Oakville council to "continue to advocate for a lasting peace solution, a call for an immediate humanitarian ceasefire (in Gaza), and release of all hostages.</p> <p>Mayor Burton cited section 3, clause 4 of Oakville council procedural by-law, saying council should not consider business that is out of Oakville's jurisdiction, to advise council that Item 10.1 would be declared "out of order" as his reasons for removing the agenda item. However, the last second removal of the agenda item is very concerning considering the Motion was introduced at the December 18, 2023, Council meeting.</p> <p>In removing the agenda item, Mayor Burton stated, "It also appears some members of the public may see the meeting [tonight] about the item as a platform to use to promote hatred and divisive antisemitic views. Delegations tonight appear to be intending to be problematic too."</p> <p>As I was a registered delegate, I felt extremely offended and disrespected by Mayor Burton relating to his comments and for him not allowing me to give my presentation to members of Council and to the public.</p> <p>I am even more compelled to write this complaint as I had my 14yr-old son, 12yr-old daughter, and 5yr-old son witness first</p>	
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hand and be subject to the hateful, insinuating, and accusatory words by someone in a leadership position that children aspire to be. I was incredibly saddened that the first experience my children had in the Townhall of a town they call home, was such a bitter and scarring experience where they saw grown adults in elected positions of leadership walk out and abandon their constituents.

I would like to highlight a few specific points from Mayor Rob Burton's speech, that my children and I witnessed last night:

- 1) Mayor Burton said he will be "Speaking slowly". Recognizing that English may not be the first language of everyone in attendance, is fantastic and creates an inclusive space. Announcing "I will say this slowly", however, is not necessary and demonstrates little cultural competence or safety. It is patronizing and offensive. Do better as a leader.
- 2) Mayor Burton's presumption that delegations planned to use the meeting as "a platform to promote hatred and divisive antisemitic views" is unfounded, dangerous, offensive, and not to be taken lightly. In fact, it borders on defamation and hate speech. The fact that he reached this conclusion without hearing a word from the delegations is problematic and slanderous. My children were perplexed and scared when he said "dangerous". They kept asking me later who was dangerous.
- 3) The narrative by Mayor Burton that "Gazans are fighting Israel" is willfully ignorant at best, dangerously promotes anti-Palestinian hate, dehumanizes Palestinians everywhere, and dismisses the suffering of Gazans and the collective punishment perpetrated against them. The statement incites

violence and hatred in our community, and he should be held responsible for that.

4) The delegation whose presentation Mayor Burton deemed "obscene" is respected Canadian surgeon Dr. Amgad Elsherif, a resident of Oakville who spent two-weeks inside a Gaza hospital operating on dozens of children maimed by horrific and indiscriminate bombing. Dr. Elsherif's humanitarian effort should be applauded, not censored. Medical images are acceptable to share by a medical professional to highlight the catastrophe of a situation. The Cambridge Dictionary definition of the word "[obscene](#)" is: "offensive, rude, or shocking, usually because of being too obviously related to sex or showing sex." I am just appalled at the choice of words to describe injuries.

It is evident that Mayor Burton's conduct breached section 6 of the Oakville Council Code of Conduct, inserted below and therefore I request that you thoroughly investigate this matter.



And most certainly, the IDEA Plan's definition of inclusion as being about *an intentional and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential* was breached in every respect.

I look forward to your response and am happy to meet in person or online to further discuss this grave matter.

19.	<p>Hope you are well. I'm emailing to provide my feedback on the inclusion, diversity, equity and accessibility (IDEA) plan put forth by the Town of Oakville on Dec. 18, 2023.</p> <p>In it's inaugural IDEA Multi-Year Plan, the Town of Oakville states as its objective: <i>To be an inclusive workplace and community where everyone feels they belong.</i> And its mandate: <i>A workplace and community where all residents and staff can access opportunities and services, be treated with fairness and respect, fostering a culture of equity and inclusiveness. This is a shared responsibility.</i></p> <p>While all this looks good, I don't see it in practice at the Town of Oakville.</p> <p>I was an attendee and registered delegate of the Town Council meeting yesterday, Jan. 29, 2024, and I was extremely disturbed and insulted by Mayor Rob Burton's concerning remarks at the beginning of the meeting.</p> <p>Let me say upfront that if there is any pre-emptive thought that the events of last night are not pertinent to providing feedback on the IDEA plan, this is incorrect.</p> <p>The concepts of IDEA do not exist in a vacuum. Nor are they simply theoretical ideas to be read about. The practical application of these concepts is what will drive impact; practical application that includes individual conduct. Rob Burton – in his capacity as Mayor – holds the highest office in the Town of Oakville. As such, his conduct is a direct representation of the Town.</p>	
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The plan states the definition of inclusion as being about *an intentional and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential.*

When our calls for an end to the mass slaughter of innocent civilians not only go unheard, but in fact are characterized as **bullying** or being **antisemitic** – when nothing in our language suggests this? It does not make us feel valued or respected.

Indeed, one of the plan’s strategic goals was around community, specifically: *listen to, engage and serve the community.* Mr. Burton, by not allowing the delegates – who had previously registered and received approval – to speak, was effectively silencing us. He is not listening to, engaging nor serving the community through these actions.

The first goal’s action around 1.2 Leadership & Accountability, has the specific question listed: *· Define inclusive leadership behaviours · Set and communicate expectations for inclusive leadership behaviours within our competency model, with a focus on conflict resolution process.*

This might be an area in which Mayor Burton spend a little more time, as his conduct at the meeting did not reflect inclusive leadership behaviours.

I suppose the bigger issue here, is that the Mayor’s conduct is in direct contradiction with the stated goals and objectives of the plan. I can assure you that for myself, and many other Oakville residents, this hypocrisy is both obvious and problematic.

	<p>I would welcome the opportunity to discuss this plan further.</p>	
20.	<p>I am emailing to provide my feedback on the on the inclusion, diversity, equity and accessibility (IDEA) plan put forth by the Town of Oakville on Dec. 18, 2023.</p> <p>Let me start by saying that I am a DEI professional, and actually obtained a few of my certifications through the CCDI, the same organization that the Town hired to develop their plan.</p> <p>In it's inaugural IDEA Multi-Year Plan, the Town of Oakville states as its objective: <i>To be an inclusive workplace and community where everyone feels they belong.</i> And its mandate: <i>A workplace and community where all residents and staff can access opportunities and services, be treated with fairness and respect, fostering a culture of equity and inclusiveness. This is a shared responsibility.</i></p> <p>I couldn't agree more. And I can tell you with certainty that many of us here in the Oakville community – as much as we love this Town – do not feel that we belong.</p> <p>I was an attendee and registered delegate of the Town Council meeting yesterday, Jan. 29, 2024, and I was extremely disturbed and insulted by Mayor Rob Burton's concerning remarks at the beginning of the meeting.</p> <p>Let me say upfront that if there is any pre-emptive thought that the events of last night are not pertinent to providing feedback on the IDEA plan, this is false.</p>	

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The plan states the definition of inclusion as being about *an intentional and equitable effort to meet individual needs so everyone feels valued, respected, and able to contribute to their fullest potential.*

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	<p>This might be an area in which Mayor Burton spend a little more time, as his conduct at the meeting did not reflect inclusive leadership behaviours.</p> <p>[On a related note – I am unsure why defining inclusive leadership behaviours is a task that would take two years? As a DEI consultant myself, I can share that these inclusive leadership behaviours already exist, and it is simply a question of listing them out. If the thought was to define these behaviours for the Town of Oakville specifically, I am still unsure why the step of customization should take two years? Some insight here would be appreciated.]</p> <p>I suppose the bigger issue here is that the Mayor’s conduct is in direct contradiction with the stated goals and objectives of the plan. I can assure you that for myself, and many other Oakville residents, this hypocrisy is both obvious and problematic.</p> <p>I would welcome the opportunity to discuss this plan further, both as it relates to the Mayor’s conduct, and with regards to some additional questions I have.</p>	
21.	<p>It’s outrageous to hear the despicable talk made by Burton! I felt insecure and insulted !! We mourn everyday the killing of hundreds children and civilians and he had no sensibility or respect for our pain!!</p> <p>I demand @rhburton to resign immediately for his gross Islamophobic and racist behaviours last night.</p> <p>He is not fit to govern a multi cultural and diverse population in Oakville and needs some cultural competence training.</p> <p>Shame !!</p>	
22.	<p>Mayor Rob Burton fails to practice inclusivity and diversity. He is a shame to the town of Oakville and does not deserve to be</p>	

	a mayor. Oakville has a multi cultural and diverse population and Mayor Burton needs cultural competence training.	
23.	Let's start with having the mayor of Oakville resign re his racist and Islamophobia behaviour recently.	
24.	Mayor should resign for his anti-Muslim actions and rhetoric. He is not fit to govern a diverse city like Oakville.	
25.	He is not fit to govern multicultural diverse population in Oakville, he needs multicultural competence training to learn and respect diversity and value of inclusion. He needs to first Learn and respect multiculturalism.	
26.	The mayor silencing Palestinian voices is not fit to be a mayor. If you cannot sit and listen the words of diverse people how can you represent ALL people that you are supposed to represent. He needs to resign immediately	
27.	Ceasefire is not hate speech. It is not suggesting Jewish lives don't matter or security is not a serious concern. Ceasefire is a demand for a shred of security for the Palestian people in Gaza. I hope you receive this message. Emotions run extremely high when people watch genocide 24/7	
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29.	Goals 2 and 3 are all about cultivating a diverse environment and listening to/engaging the community. I'm afraid that did not happen on Jan 29th when the mayor passed extremely offensive and inappropriate remarks at the council meet. He also took away the charter rights of free speech from the participants who were scheduled to speak there and labeled them as bullies. I don't feel comfortable that this mayor will be pushing a DEI agenda when it is clearly visible that he has some pre-conceived notions about certain ethno-religious	

	groups of people living within our town. This hypocritical approach must stop and the mayor must apologize for his uncouth remarks as well as resign from his position to give the residents of this town confidence on Oakville's DEI initiatives.	
30.	I'm was very disappointed to hear about Mayor Burton's comment during a recent council meeting in regards to Palestine. Please ensure that the leadership of town of Oakville understands the diversity of the town, and the different pain points of the demographic. Seems like the leadership is very out of touch.	
31.	Rob Burten must resign because of his Islamophobic remarks comparing innocent civilians of Gaza with Hamas. He does not deserve this position.	
32.	I demand @rhburton resign at his gross Islamophobic and racist behaviours last night. He is not fit to govern a multi cultural and diverse population in Oakvile and needs some cultural competence training.	
33.	The mayor is a racist and has made extremely Islamophobia and anti Palestinian remarks. Not only is he willing to hear the concerns of his constituents but is supporting a genocide. This mayor must step down he does not represent the people of Oakville. He is truly a hateful person that should not be in public service. What a disgrace to the community. I demand he resigns	
34.	After the disgusting display on Jan 29th council hearing. I am doubtful you people can give actual proper diversity training. Shame on the mayor.	
35.	I am very disappointed by the mayor of Oakville. He is biased racist and Islam phobic. And I really hope that action will be taken against him.	

36.	The behaviour shown by the Mayor of Oakville towards the speakers at the Town Hall meeting yesterday was appalling and discriminatory. It must be addressed!!	
37.	Diversity and inclusion means diversity and inclusion of opinion and world views, not just colors. It is not a painting exercise, it is building diverse communities that can respect human differences. The City of Oakville did not show their diversity and respect of opinions at the townhall meeting on January 30th 2024 to call for a ceasefire in Gaza. The mayor refused to even listen to the people of his city! So keep up with the fake diversity claims till the end of time! Justice will prevail.	
38.	After yesterday's display at the town hall (Jan 29/24), it is clear that IDEA has not been understood by the Mayor. You cannot assume speakers - who registered according to procedures - for a chance to have their say as concerned citizens, will make anti-Semitic remarks or will bully the council before they have a chance to utter a word! If there is process that was followed, then the council should be obliged to follow through. It's fine to have a stand with Ukraine day, but you are perfectly fine with Palestinian civilians being murdered because you stand with white people. I think you all should scrap IDEA because you have no intention of implementing. You are wasting my tax dollars on what appears to be a make work project. The mayor was completely undemocratic in his actions.	
39.	The mayor of Oakville cancelled meeting before hearing REGISTERED delegates speak and also had the audacity to label these individuals as "bullies". This is the farthest thing from inclusion. Many Palestinian Canadian's family members are being killed in Gaza and remain in serious danger. In Canada Anti-Palestinian, Anti-Arab & Anti-Muslim hate speech is at an all time high. We should not be facing such	

	<p>racist and biased behaviour from our own government officials. This is absolutely, horrifically appalling. The mayor has a duty to listen, and is not currently fulfilling these responsibilities causing further irreparable trauma that Oakville residents will definitely not forget about when the next election comes around. I will be encouraging my relatives in Oakville to vote for another candidate that is respectful towards and better for all.</p>	
40.	<p>The mayor has showcased his obscene bias against the Muslim community as a whole on countless occasions. His silencing and demeaning behaviours do not go unnoticed. He has made me feel completely unwelcome in the city I was born in. I am a proud Muslim who contributes to our city in every way and to have him treat us like we're some kind of nuisance is completely unacceptable. DEI is only as strong as its leadership, and with him in leadership, we are all doomed.</p>	
41.	<p>You need a new mayor. One that understands what equity, peace, and justice really means.</p>	
42.	<p>Mayor Rob Burton clearly doesn't understand what IDEA stands for and is not culturally competent to lead a diverse community especially with his Islamophobia and lack of respect for issues that matter to us. This was evident in the meeting yesterday and we demand his resignation.</p>	
43.	<p>It's very clear from Mayor Rob Burton's comments yesterday that the biggest roadblock to inclusion, diversity and equity is Mayor Rob Burton himself.</p> <p>I was appalled to see such disgusting and bitter racism and white-privilege, the likes of which I thought I would never see in 2024.</p> <p>The only acceptable thing the mayor can do now is step down and reflect on his racism weaponized privilege.</p>	

44.	Equity, diversity, inclusion are a joke to Oakville. Why did the Mayor refuse to listen to registered delegates on the issues of Gaza?	
45.	Msyor Burton your Islamophobia is showing!	
46.	The mayor wouldn't even hear citizens sharing their opinions peacefully and dismissed them. This is the least he can do in terms of inclusion and diversity. It is clear that he sees the world from one perspective only and takes on a white supremacist approach, and clearly lacks any EDI knowledge.	
47.	Burton is the opposite of what a leader should be and look like. He doesn't represent us. Take him down. Step down. You are an awful human being and completely uneducated and unaware. You have no humanity. You are a complicit in murder of innocent babies and children. Your existence as a leader and mayor is traumatic to the people of Oakville. Step down. Make Oakville safe again with Bully Burton out.	
48.	I read this document. I also watched Mayor Burton's speech from last night where he shut down what would have been a difficult discussion about Palestine. This document is not at all aligned with the realities of what we, racialized minorities experience. There is no need to waste tax dollars in trying to develop a more equitable society when frankly, our town's mayor does not believe in it. He talked about anti-semitism which is a vile and disgusting thing but what about Islamophobia? BOTH communities are suffering and Mayor Burton just added fuel to the fire. The whole idea of diversity, equity and inclusion is to have the difficult conversations. Clearly the town of Oakville has no interest in engaging in real, difficult, yet much needed discourse about what truly matters. The war in Gaza is NOT just about Palestine, it has become a rallying cry for all of us who have been shut down, shut out and dismissed.	

49.	The Oakville Town Council meeting last night was so disappointing because the mayor refused to listen to his constituents. So sad and not representative of the inclusive and diverse communities we want to see in our beloved country. Very disappointing behaviour from an elected official. I saw later what the attendees had to say and none of it was 'anti-Semitic', 'bullying' or 'obscene'. Let's do better, Oakville!	
50.	Being a mayor of a multicultural town such as oakville the mayor should not have shut the delegates down yesterday at the town hall meeting. Assuming that they 'would' use the platform to promote anti semetism and calling them bullies was a bit far out. We as a muslim community are extremely disappointed by the actions and words of Mr mayor. We demand a prompt apology and resignation from Mr Rob Burton as he is clearly not fit to represent the diverse culture that the town of oakville contains	
51.	Deeply disappointed in the mayor's Islamophobic stance. If such prejudice exists at the top, how will inclusion, equity, diversity and Anti-racism thrive? I would like to see humanity and empathy towards genocide and war crimes of innocent children and civilians regardless of race, religion, ethnicity, creed, sexual orientation, etc. Please reach out to National Council of Canadian Muslims to seek support on Islamophobia.	
52.	I demand rh burton resign at his gross racist and Islamophobic behavior. He is not fit to govern a multi cultural and diverse population in oakville or canada infact and need some cultural competence training. Thankyou	
53.	I demand Rob Burton resign for his racist, Islamophobic, and frankly dangerous comments and behaviour on Monday, January 29th. As a person who identifies as Muslim, I DO NOT feel safe in Oakville with Mr. Burton as Mayor. His	

	actions and words are a disgrace to the values we hold as Canadians.	
54.	Shame on mayor Burton, we demand his resignation. He doesn't represent the people of Oakville	
55.	I am disappointed and upset to learn of Mayor Burton's behaviour during the January 29 Town Hall meeting. Not only did he silence the voices of minorities and infringed on their right to be heard, he also demonized an entire group of people by falsely labelling them as "bullies". This is not the first time Mayor Burton has behaved like a bully and acted in a biased manner. His behaviour is disgusting and he should not only apologize, but also sincerely make amends. Unfortunately, with his current leadership, he has proven that he is not fit to be leading a multicultural and diverse town.	
56.	Very disappointed that our concerns were not heard at the council meeting on Jan 30, 2024. The previously scheduled and confirmed meeting was cancelled with no notice or process Very disappointing	
57.	Diversity is something Oakville clearly takes part in for the image and not for the deeper community meaning. We are blessed to have a beautiful community with those from different backgrounds. However, what has been shown very clear to me is that this is a joke to the Oakville "leaders" who first need to understand diversity and inclusivity before even attempting to implement these factors into the business and greater community.	
58.	Very disappointed by the one sided behaviour of council, Equality is totally missing from town of Oakville, One Councillor and her husband busy making it another Brampton like area, Sad.	

59.	Want the Mayor to resign. He is not for diversity & inclusion after his racist and Islamophobia comment at the town hall on Jan29th!!!! Resign!!!!	
60.	<p>What kind of Diversity and Inclusion you are talking about? On 29th Jan 2024, an agenda item that was supposed to discuss ceasefire in Gaza. Mayor Burton decided to drop the agenda item & accused the delegates who came to share the suffering of their families in Gaza by “using the platform to promote hatred and divisive anti-Semitic views with the intention to give comfort to Gazan’s fighting Israel”.</p> <p>I witnessed double standards in the meeting where on one hand the Mayor & Members of Council recognized the one-year anniversary of the Russian invasion of Ukraine on February 24, 2023, and on the other refused allowing Council proceedings on the pretext that such discussions can’t be held at the town level. I support & stand in solidarity with the people of Ukraine and our Ukrainian-Canadian community. We also expect the same support for Palestinians and the Palestinian-Canadian community & other minority communities. IDEA seems to apply to anything but not to Arab and Muslim Minority.</p>	
61.	Diversity and inclusion is allowing people to speak regardless of whether it follows your agenda and opinions or not. We demand the resignation of Mayor Burton!	
62.	The mayor needs to apologize and resign. He is racist and has non understanding of the needs of the people in his community. Shame on him for not listening to Muslims or Palestinians.	
63.	Oakville is a diverse city and we should not have a racist mayor. He should be asked resign immediately after showing racist behaviour at the event on Jan 29.	
64.	I demand that Mr. Burton resign as his gross Islamophobic and racist behaviours last night are completely unacceptable.	

	He is not fit to govern the multi cultural and diverse population of Oakville. His behavior at last night's meeting was not that of a leader, but of a coward.
65.	We demand RHBurton to resign at his gross islamophobic and racist behaviour last night at the town of Oakville meeting. He is not fit to govern a multi cultural and diverse population in Oakville and need some cultural competence training!
66.	I am proud to live in a town that is so multi cultural and diverse. However, we need leadership in the town that respects and understands that diversity. The way Mayor Burton silenced voices who were advocating for justice and an issue that affected many of their loved ones was unacceptable and demonstrated to many residents of Oakville that He is not fit to be the Mayor of his town. When we discuss IDEA, we have to actually put that into action which includes listening to the voices of all residents, including Palestinians.
67.	Burton needs to resign. He cannot lead a diverse population when he's blatantly racist and a known Islamaphobe. That's a starting point.
68.	What's the point of this plan when your mayor is racist. Stop wasting money on gaslight programs. Shame on you!
69.	The mayor owes his community a huge apology. He tried to silence his own constituents and did not act in a manner befitting an elected official. Secondly, he should resign as he carries personal biases that will hinder his ability to address his constituents.
70.	We are very hurt by mayor Burton's comment n demand his resignation
71.	I had joined virtually to see the delegates speak as it was such a beautiful inclusive decision for people in pain and grief to voice their opinion. But I was appalled to hear as Mayor

	<p>Rob read why he is taking agenda 10.1 off from the town hall meeting. My heart sank as he compared the group to being antisemitism. And then goes and labels All Gazans in a war and not a terrorist group. Such speech is hate provoking and causes division and not inclusion. Especially on day that marks a day against Islamophobia (29th). I would like to see the town take an action against the Mayor.</p>	
72.	<p>Your supposed commitment to diversity, equity and inclusion is a complete FARCE that has now been exposed for everyone to see. Please stop using these terms to simply check a box and start walking the talk if you would like to stay in office.</p>	
73.	<p>Mr.Burton needs to resign. He is not fit for the job.</p>	
74.	<p>Mayor Burton's actions yesterday the town hall meeting were disgusting and appalling! Racist to say the least! We demand that he resign and issue a formal apology! Oakville is a municipality with a diverse and multi cultural community. If he can not respect that then he should no be representing us</p>	
75.	<p>The executors of the plan i.e. the mayor needs to understand what DEI is.</p>	
76.	<p>I demand that the Mayor of Oakville, Rob Burton resign from his position. He does not represent the diversity of Oakville residents. He made racist, Islamophobic remarks at the town hall.</p>	
77.	<p>Mayor Burton is not fit to govern a multicultural city like Oakville. He has been racist and Islamophobic towards to Muslim and Palestinian communities. The DE&I initiative is just for groups that serves his interests, not all constituents of Oakville.</p>	
78.	<p>Mayor Rob Burton has demonstrated that he is not fit to be representing the town of Oakville in its future plans for Inclusion, Diversity, Equity and Accessibility (IDEA). A mayor that silences his Palestinian Christian, Palestinian Muslim,</p>	

	<p>Arab and other Muslim constituents when they prepare to share their experiences with their leadership does not value the goals of IDEA. It is a mockery to advance such a project while simultaneously demonstrating racist and discriminatory behaviour towards your constituents that are speaking up against a genocide. Shame on you Rob Burton and your entire council that uses such important values of IDEA only for lip service. The town of Oakville leadership has not demonstrated any of the values listed above and is unfit to be implementing this initiative.</p>	
79.	<p>Yesterday, @rhburton the respectable Mayor of Oakville refused to listen to his constituents who were registered delegates at the @townfoakville town hall meeting. Before hearing any statements he stated that those speaking in favour of a ceasefire will be "using the platform to promote hatred and divisive antisemitic views with the intention to give comfort to Gazan's fighting Israel". He painted an entire group with an unfair and untrue label and referred to the group as "bullies". This is not the first time he has shown biased behavior and we hope to see an apology. Yesterday, we decided that those who had spent over a month preparing their speeches should be given the right to share them, even though Mayor Burton and councilors rudely walked out. I'd like to share some of those powerful statements here. This is unacceptable. I am a Canadian citizen & I am appalled by his behaviour</p>	
80.	<p>I am really disappointed in the administration especially the mayor Rob Burton. He did not let the community and people who had prepared speeches to speak let alone listen to them. This to me is highly racist and undignified. He crushed the freedom of speech which is a constitutional right. I hope appropriate action is taken in this regard.</p>	

81.	I demand Mayor Rob Burton resign at his gross Islamophobic and racist behaviours last night. He is not fit to govern a multi cultural and diverse population in Oakville and needs cultural competence training.	
82.	I am appalled by the mayors racist behaviour and would hope to get someone new. I am deeply disappointed by his behaviour towards the Muslim community and want action against him being taken.	
83.	I am deeply appalled at how the town of Oakville has failed to live up to its proposed EDI plan by dismissing delegates last night at the town council meeting. As a registered town council delegate, I was supposed to speak about Islamophobia and this silencing tactic by the mayor is racist, Islamophobic and extremely problematic to this strategy. I demand a resignation from the mayor as he is not fit to govern a diverse and multicultural town.	
84.	Hi, being born and raised in Canada, and also being an Arab Muslim inclusion and diversity is a very important topic to me. I've always been proud of my beautiful town of Oakville, and am happy to see such topics being brought forth. However in the recent months I am ashamed in our elected councils disengagement and approach to the humanitarian crisis in Gaza and plausible genocide taking place in Gaza. We were proud to speak up and defend the rights of Ukraine in the face of an illegal occupation. However the blatant double standards for Palestinians in Gaza and the Westbank and within Israel is clear as day. Being shut down to have an opportunity to speak at the Jan 29th town is an insult to democracy and the public right to speak to their elected officials paid by our tax dollars. This does not represent the EDI initiatives being preached here. Actions speak louder than words and we won't forget the feeling of being excluded, alienated for simply speaking out against injustice.	

85.	More needs to be done to support the Muslim community. Islamophobia has grown exponentially. Muslims have lost jobs, careers, and been discriminated against in the community for calling out genocide against Palestinians when in fact they are doing their civic duty as civilian of a country that is signatory to the genocide convention	
86.	The city council needs to practice diversity and inclusion for all people including Canadian Palestinians. The mayor silenced delegates who registered with the city to speak during the townhall. He used racist remarks to describe people who wanting to speak without even listening to them. Accused delegates of being antisemitic, hateful and bullies while he bullied everyone and silenced everyone	
87.	The move to remove the delegation part for item 10.1 on today's Agenda (Jan 29, 2024) was disappointing, to say the least. Our freedom of speech was violated and denied. We will not forget.. in the next election.	
88.	It is disgusting the meeting concerning the ongoing Palestinian genocide was cancelled and you refused to listen to diverse voices. Shame on Oakville city hall, you couldn't handle images from Gaza, while that is the reality of what the Palestinians are facing 24/7. Cowards to walk out of a meeting related to the violation of war crimes!	
89.	Is this just lip service or will you actually be implementing this feedback? The mayor's decision today to remove the motion from the agenda, refusing to listen to his constituents who were tabled to read their statements, for him to accuse these statement of antisemitism without even bothering to listen to them, for throwing the antisemitism card when 30,000 Gazans have been murdered in 4 months, for him to not a single statement of concern and continue to stand by Israel's genocide of the Palestinians LEAVES NO HOPE FOR THIS	

	<p>COMMUNITY. We have lost faith in our representatives. We have no confidence in them. You do not represent us, our values and our calls for peace and disarmament. You stand for a genocide. You are complicit in this genocide. You have blood on your hands. And you do not get to say platitudes of diversity and inclusion and equity when you cannot even give your constituents the bare minimum of respect when their families are being murdered in Gaza. Shame on you.</p>	
90.	<p>The mayor bullied us</p>	
91.	<p>I came to town hall meeting today on January 29 and appalled that mayor burton used the Language he did while not staying for the comments and speeches. Very sad to be a resident of Oakville today. This is not a democracy.</p>	
92.	<p>I was not given the opportunity to share my thoughts and feedback on the DEDI strategy as a community member, and as part of a community that was not consulted when developing the strategy. My delegation was to ensure that Anti-Palestinian and Anti-Arab Racism, as well as Islamophobia, were considered when developing the strategy, especially given the rise in hate motivated speech and crimes in the past couple of months. I was shut down – rudely - before introducing myself and sharing my lived experience, and censored to limit what I was allowed to say before you even knew what I would be speaking about. I was then shut down – also very rudely - as I was wrapping up and extending winter and holiday greetings to you and members of council.</p> <p>Your initial reshuffling of the agenda was, ostensibly, to spare many of the attendees from our community having to wait till the end of the meeting for the Notice of Motion brought forward by Councillor Nanda. While I appreciate the sentiment, what transpired later only led me to assume that it was a calculated attempt to ensure you did what you could to</p>	

clear council chambers from audience members you may not have wanted there.

You made an assumption, in a patronizing and condescending manner no less, on what I would be saying, based on what I can only assume is your own bias. This is, ironically, an example of Anti-Palestinian Racism and Islamophobia that I was there to bring to your attention. As was the initial assumption you made that many community members were there for only the last item on the agenda.

Even more ironically, this happened mere moments after you yourself reiterated your and Council's commitment to EDI work at the Town and in our community. As I mentioned yesterday, it is easy to fall into the trap of performative EDI. Real EDI work requires listening to all voices in your community and not silencing anyone based on your own assumptions, biases, and comfort in your privilege and position of power.

I hope you take some time to unpack what led you to these actions, and that you make the effort to address how you can do better and rebuild trust, both as a human, and as our elected representative.

We are facing unprecedented levels of Anti-Palestinian Racism and Islamophobic hate-motivated crimes and incidents, and we ask that both these issues are part of the Town's IDEA strategy.

I would ask that the Town of Oakville take steps to avoid falling into the trap of performative EDI, take a more critical look at the strategy and ask some questions such as:

1. Who are the experts at the Town who will be deciding, planning, maintaining and being held accountable for all these action items? The language of “shared responsibility” is dangerous when implementing strategic plans, as it gives responsibility without authority to make meaningful change.
2. Who are the voices that are missing from these consultations and may be excluded from the ongoing roll out and implementation?
3. What benchmarks and measurements are going to be used? Why does the plan not lay out the starting points so that progress can be measured against targets?
4. While leadership is important when implementing an EDI strategy, it cannot be the main focus of the plan, especially when the leadership at the Town of Oakville, both Council and Staff, is not an accurate visible representation of the diverse community we have.
5. What resources will be allocated to ensuring this strategy’s success, and what budget commitments will be made to facilitate that?

Thank you for taking the time to listen to me today. I hope that you keep the Palestinian, Arab, and Muslim communities, among other equity-deserving groups, in mind when developing, planning and implementing EDI work at the Town. Nothing for us should be done without us.

2. Theme: Hiring should be based on an individual’s merit and capability, not on their background, skin colour or identity.

	Comments	Outcome and town staff response
1.	Hi, I'm all for recruiting people from all walks of life, but "being qualified for the job" should remain the number 1 hiring criteria.	No changes to the final plan.
2.	The words "excellence", "expertise" and "merit" or any variations of these words do not appear once in your IDEA multi-year plan. The IDEA multi-year plan is not progressive and does not serve the Town of Oakville community. This plan can only lead readers to understand that the Town of Oakville will hire and promote employees based on any factor OTHER than excellence, expertise or merit and will hire and promote employees using discriminatory practices. Hiring and promoting on all other factors ahead of excellence, expertise and merit will inevitably lead to erosion, mediocrity, and division in the Town’s workforce and will cause increased dissatisfaction from Oakville residents that the Town of Oakville serves. DEI/DIE/IDEA/“social justice” constructs, policies, and practices that exclude excellence, expertise and merit are already being dismantled and exposed as being illegal and divisive. Change this plan and stop being exclusionary.	<p>IDEA does not advocate for hiring under-qualified candidates but rather for recognizing the value of a diverse workforce. Including diverse experiences and backgrounds leads to more innovative problem-solving and better decision-making, as supported by various studies.</p> <p>The goal of IDEA is to ensure that everyone has a fair chance based on merit, not to replace meritocracy. It is about providing equal opportunities for all to achieve based on their merit. The town is not setting hiring targets and will continue to provide high quality programs and services to residents.</p> <p>True IDEA efforts value diversity in thought, experience, and background as much as physical attributes.</p>
3.	Hire on merit. There is a reason that companies are starting to turn away from this failing and divisive initiative. It is already implicit within the job of a government that you fight for fairness and the rights of everyone. Oakville does not need this. Concentrate on infrastructure and safety. Fight rising crime. Out of control car thefts is a good place to start.	To ensure an IDEA plan for Oakville was thoughtfully and meaningfully developed, staff partnered with the Canadian Centre for Diversity and Inclusion (CCDI) Consulting Inc. an external organization who are recognized experts leading in diversity and inclusion. CCDI Consulting Inc. works with both public and private sector employers and has specific experience with municipal government. They conducted a
4.	It's a bad IDEA. What ever happened to meritocracy?	
5.	Hire based on merit only and not skin colour.	

6.	Stop worrying about whether a hiring candidate is a woman, person of colour, or an LGBTQ++. Hire on MERIT, CAPABILITY	<p>thorough current state inclusivity assessment and worked with staff to develop the town's draft IDEA Multi-Year Plan. Total cost for support from CCDI Consulting Inc. for conducting the current state inclusivity assessment and development of the draft IDEA Multi-Year Plan was \$100,000. The funds were approved as part of the 2022 budget.</p> <p>Staff plan to assess the first year of implementing the plan and will identify any resource needs in the 2025 budget which follows an open and transparent process including seeking public input.</p>
7.	Tired of having diversity rammed down our throats. Let talent, intelligence and competence define who gets the job. Not skin colour, gender or sexual orientation.	
8.	It's simple. If you want the best Oakville you need to hire the best people. Demographics will fill out the rest - aka if the city is 10% brown, 10% of your staff will naturally end up brown. No need to force it. Studies show it helps no one. Stop this Marxist garbage - just look to the dumpster fire that is LA to see the damage these policies wring.	
9.	This is not good value for money. All you are going to end up with is a bunch of poor performers who are not the best candidate for the job but get it for reasons other than their qualifications. I worked in Corporate Canada for 37 years and by and large the most qualified candidate got the job or promotion based on skills and experience. It did not matter who they were or where they were from but that they could do the job.	
10.	The idea of diversity should not overtake the requirement of the best individual or organization for employment or to complete a task. When an position becomes open for employment then the best individual and not the race or gender sb the requirement.	
11.	Hiring based on demographics is racist and discriminatory , no two ways about it. You can't be supportive or offended selectively based on who is being discriminated against. This proposal is racist and dangerous.	
12.	https://www.prageru.com/video/the-dei-disaster	
13.	I'd prefer the Town judge its employees on their character, integrity, honesty, humbleness and work ethic, and that it hire and promote people based on their ability to do their jobs. DEI	

	<p>programs place unnecessary emphasis on race, religion, sex and skin colour, which compartmentalizes and divides people. The Town should view all staff simply as people. I have worked in businesses that employed many races and cultures, where people worked in harmony and in a respectful manner—without the need for DEI programs. Rest assured many of the Town’s staff will pay lip service to your DEI program but really not believe in it. Many of the Town’s decisions and processes will become more complicated as they will need to be done through the lens of DEI, overseen by someone who will be appointed as the Town’s cultural “commissar.” A simple mission and values statement saying the Town treats all employees equally and fairly would have sufficed and tax dollars could be better spent.</p>	
14.	<p>Stop with this DEI. As a so called “visible minority” I have witnessed these DEI movements cause nothing but tension and division within our community, regardless of what your intentions are. We want our city managed based on merit, managed to a high standard based on nothing but ability.</p>	
15.	<p>I am very concerned that the Town of Oakville will adopt training and hiring practices, which are marketed under the terms ‘Diversity’, ‘Equity’ and ‘Inclusion’ (with the addition of Ability in this draft) for two main reasons:</p> <p>1.Negative Results and the Impact on Society and People: A recent meta-study released by Wilfrid Laurier Professor Dr. David Haskell, provides empirical evidence that Councillors will want to take a look at before deciding on this draft plan. While such policies and procedures may have started out with good intent, the resulting evidence shows that, not only are such practices not working, they are causing irreparable harm in our society.</p>	

<p>2.Exorbitant Costs: Policies, procedures and training sessions that are marketed under the terms 'diversity, equity and inclusion' are proving to be very costly to taxpayers. The Toronto District School Board, for example, paid a "DEI Trainer" more than \$60,000 for 4 days of online training.</p> <p>I may have missed it, but there are no cost estimates for staff training and implementation of such practices, in this draft report. Is there a detailed breakdown of the costs to implement such a plan, available for the public at this time? Will it be made available at the public Council meeting where this draft will be discussed?</p> <p>Could you please tell me the cost to date (for CCDI to produce this draft report)?</p> <p>In light of Toronto Principal Richard Bilkszto's tragic suicide after his experience at a "DEI" training session, I am hoping that Councillors will have a robust, in-person discussion on this draft plan, with all stakeholders, as such policies will have far-reaching effects on our community for years to come.</p>	
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3. Theme: IDEA itself is racist, discriminatory, woke, divisive, unfair. This work is not successful.

	Comments	Outcome and town staff response
1.	After reading through your IDEA draft it is obvious that it is very similar to DEI programs, that since 2020 have been implemented in many organizations. The problem is they have not been as successful as some had hoped and so many companies have greatly reduced their DEI staff, including many of the tech giants.	No changes to the final plan. The plan does not suggest one group will get more than another. Council and staff have identified community indicators and measures for the plan but the plan does not contain quotas for recruitment.

<p>The following are the main reasons that I feel that a workforce should be hired on merit and not based on skin colour or belonging to a certain group.</p> <p>DEI is discriminatory It is hard to disagree that firing or not hiring someone because of their race, religion, gender, or orientation is discrimination and is illegal. Yet, when someone is treated preferentially in the workplace based on those same characteristics, it is called 'diversity & inclusion?' Logic suggests that preferencing candidates based on these qualifications means that others are intentionally discriminated against based on the same criteria. No one would say that you weren't being hired or promoted for a role because you weren't the right colour/gender because it's illegal and a lawsuit would surely ensue, but it still frequently happens secretly because of preferences/quotas often established by DEI initiatives.</p> <p>DEI unnecessarily preferences physical attributes over the non-physical Whether intentional or not, DEI programs tend to favour those who look different as opposed to those who are diverse in other areas, like thought, faith, culture, background, socioeconomic upbringing, experience, etc. The benefits of diversity are not derived purely from physical attributes. The value of diversity is in different thoughts and perspectives, both of which are far more effective in solving a problem or accomplishing an objective than simply one's gender or skin colour.</p> <p>DEI diminishes the size of the talent pool</p>	<p>The goal of IDEA is to ensure that everyone has a fair chance based on merit, not to replace meritocracy. It is about providing equal opportunities for all to achieve based on their merit. True diversity, equity and inclusion efforts value diversity in thought, experience, and background as much as physical attributes.</p> <p>Response to statement DEI is discriminatory: IDEA initiatives do not advocate for hiring based solely on race, gender, or other physical attributes. The aim is to create equal opportunities for all, including groups historically underrepresented or discriminated against. In Canada, diversity, equity and inclusion efforts are legally regulated to ensure they do not constitute reverse discrimination. They are about leveling the playing field, not unbalancing it. The purpose of the <i>Employment Equity Act</i> is to achieve equality in the workplace so that no person shall be denied employment opportunities or benefits for reasons unrelated to ability and, in the fulfilment of that goal, to correct the conditions of disadvantage in employment experienced by women, Aboriginal peoples, persons with disabilities and members of visible minorities by giving effect to the principle that employment equity means more than treating persons in the same way but also requires special measures and the accommodation of differences.</p> <p>Response to statement DEI diminishes the size of the talent pool</p>
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<p>By putting unnecessary limitations on the talent pool because of racial or gender quotas established under DEI programs, the number of qualified candidates that may otherwise be a better fit for the company is significantly reduced. By basing hiring decisions more on the candidate's skills, experience, personality, and motivation instead, there is always a wider pool of applicants to choose from. Companies achieve greatness by hiring great people, and the more the talent pool of great people is restricted, they lose access to the best people and greatness becomes less attainable.</p> <p>DEI decreases performance When hiring preference is placed on one's looks rather than skills, experience, and other qualifications, failure is often the result. Two things can typically happen when a significantly under-qualified candidate is hired, 1) the candidate stays with the employer and decreases productivity over time, or 2) they quit/get fired and their work is passed on to others, decreasing the overall performance of others until the role is again filled with a more qualified candidate. By the time a new, qualified candidate is given the position NOT based purely on their gender or race, much time, money, and productivity has been sacrificed when it could have otherwise been avoided by hiring a more qualified candidate from the start.</p> <p>DEI is divisive When anyone is shown preference throughout their career based on their physical attributes rather than on merit, envy and disdain are sure to occur, causing in-fighting, unnecessary distractions, and ultimately division in an organization. This can significantly decrease morale amongst other employees and even lead to racist/sexist/exclusive</p>	<p>Diversity, equity and inclusion expands the talent pool by including qualified candidates who might otherwise be overlooked due to biases. The research underscores that companies with diverse executive boards have higher earnings and returns on equity. For example, ROEs were 53% higher for companies in the top quartile of executive-board diversity compared to those in the bottom quartile.</p> <p>Response to statement DEI Decreases Performance: Diversity, equity and inclusion does not advocate for hiring under-qualified candidates but rather for recognizing the value of a diverse workforce. The correlation between diversity in leadership and financial performance is evident across various geographies. McKinsey's findings show that companies with gender, ethnic, and cultural diversity within executive teams continue to correlate to financial performance worldwide.</p> <p>Response to statement DEI is divisive: While some might perceive diversity, equity and inclusion initiatives as preferential, education and transparent communication about the purpose and methods of these programs can alleviate these concerns. Diversity, equity and inclusion efforts aim to build a more inclusive and respectful work environment, which can enhance team cohesion and morale.</p> <p>Companies like Uber, Google, and Manulife have invested significantly in diversity and inclusion,</p>
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	<p>behaviour that would otherwise not have previously existed. Favouritism will inevitably lead to more division in the workforce which makes it impossible for employees to collaborate on near and long-term goals, which is detrimental to a business's short and long-term success.</p> <p>DEI diminishes accomplishments and disincentivizes performance Many DEI programs have caused some people to question whether the beneficiaries of these initiatives are there because of their qualifications, or because they are a “diversity hire/promotion.” That is absolutely a travesty and humiliating to those who genuinely achieved those positions on merit and nothing else. If DEI programs never existed, it would be safe to assume that anyone in a position of leadership got there by their own doing and not because of their looks or because a quota required it. When accomplishments based on merit become worthless because people are promoted purely by physical attributes or diversity quotas, it takes away the drive and ambition of others to achieve them. When employees lose their incentive to perform, they won't, and that will ultimately crush corporate performance.</p> <p>I would ask that these thoughts are taken into consideration before implementing such a discriminatory program.</p>	<p>demonstrating the growing significance of these initiatives in corporate practices.</p> <p>Response to statement DEI diminishes accomplishments and disincentivizes performance: The goal of IDEA is to ensure that everyone has a fair chance based on merit, not to replace meritocracy. It's about providing equal opportunities for all to achieve based on their merit.</p> <p>While there may be short-term challenges in implementing IDEA programs, the long-term benefits include a more skilled, diverse, and innovative workforce. The broader benefits of IDEA, such as improved financial performance and innovation, are a testament to its effectiveness in enhancing corporate performance.</p>
2.	<p>I am concerned that the town is implementing additional bureaucracy that may appear to be well intentioned but is actually discriminating on the basis of Identity instead of supporting merit regardless of background. Identity mandates are by definition Racist.</p>	
3.	<p>My understanding of "DEI" is that it's morphed into an "oppressor/oppressed" mantra, in effect causing reverse</p>	

	discrimination and is anti-meritocratic. This is unacceptable and needs to be proceeded with very cautiously. The ultimate failure of these types of projects are all visible on university campuses across Canada and in the US. Indeed there are a myriad of lawsuits indirectly related to "DEI" in both countries that should be warning for the Town of Oakville.	
4.	I think this is a misguided initiative. Stop discriminating against anyone. Its really that simple. Instituting a policy that favours any single group over another is wrong.	
5.	This IDEA (DEI) document is actually racist and an entire waste of time and taxpayers money. Just say you won't hire anyone competent or caucasians, particularly men, since this is who you're indicating that you won't hire. That is not diversity. Read the Facebook comments. There is little to no support for this ridiculous plan.	
6.	We don't want trash wokeism!!!	
7.	DEI is racism, in the open. I will fight against this every day.	
8.	Our country has literally gone to pot since all these woke ideas have been implemented. more crime, people living on the streets, people that don't adhere to the values on which this country was created and to which they came because of the crap in their own countries which many of them wish to continue. To me, the most qualified person should get the job, no matter their colour or ethnicity. People should respect the culture of the country they wish to live in not the other way around!it will cost us big time in the long run trying to accommodate others. We should not discriminate based on colour or ethnicity or sexual persuasion but nor should we promote woke ideology!	
9.	Understanding that the work that has been put into establishing and implementing a DEI plan for the Town of Oakville has been immense, and that the need for diversity,	

equity, and inclusion has been, and still is, imperative, I have concerns about the premise, implementation, and long term effects this will have on the Town and it's citizens.

The Town has made several assumptions to base the need for the DEI plan. The numerous studies that you used to base this on should be compared to the equally large and growing body of work that indicates that DEI programs have had negative effects on the organizations that have implemented them. These include, but not limited to, divisiveness, worker burn out, and poisonous environments. Closer to home, one needs not look any further than to various GTA Board's of Education to see the damage and turmoil DEI brings when implemented. Looking at your own statistics, most identified groups are either statistically within an acceptable range or surpasses it. Those that do not, Women and Racialized Persons, may have logical explanations which have not been identified within this report (Women are typically underrepresented within outdoor/maintenance fields which comprise a large proportion of Town positions. The influx of Racialized Persons due to recent immigration cannot be used to indicate past hiring practices were based on racism and unconscious biases). If groups that are perceived to be under-represented are to be 'spot-lighted' in order to increase their opportunities, are those groups that are over-represented (Males, to a slight degree, and more so Indigenous and 2SLGBTQIA+) going to have opportunities limited?

The report indicates that a DEI plan is necessary partially due to the fact that "Legal acts like the Accessibility for Ontarians with Disabilities Act and the Employment Equity Act are helpful, but these are not enough to enable workplaces to become truly diverse and inclusive" is preposterous. To say such is admitting that the Town of Oakville is not abiding by

	<p>the law. To claim that unconscious bias plays a part in hiring and promotion is nothing more than circular reasoning. If you claim it to be true, and you can't argue against it because it's unconscious, then it must be true! This divisive ideology goes hand-in-hand with a term not mentioned in the document, but is part of the DEI agenda, White Privilege.</p> <p>I am also concerned with the impact this will have on the citizens of the Town of Oakville. The toxic environment that is often created with DEI implementation will impact the day to day lives of those who call Oakville home. How long before this permeates into the fabric of who we are? How long before this insipid ideology infiltrates any local group who wants the town's permission to use a public facility? How long before we allow a few individuals currently in power to start/continue to rename parks and streets based on the perceived transgressions of those who built this community? Has Macdonald, Dundas, and Ryerson not been a big enough wake-up call?</p> <p>As a life-long resident of Oakville, I respectfully ask Council Members to take a step back. Seek a balanced approach to establishing an equitable, diverse and inclusive plan that places emphasis on ability, merit, and a respect for our collective history. I ask council members to recommit to providing all Oakville residents with a sense of belonging, purpose, and pride. This is not done with a plan whose foundation is built on divisiveness and toxicity.</p>	
10.	<p>You should not spend money on giving privileges for any group over any other. We are all residents of this town and no group should get perks that harm the rest.</p>	

4. Theme: Accessibility issues and considerations.

	Comments	Outcome and town staff response
1.	<p>I reviewed the IDEA Multi-Year Plan document and from my perspective feel it is a comprehensive multi-year plan. I would imagine that when the Strategic Goals start to be prepared and developed into policies and/or guidelines, the AAC may be asked for input when required.</p> <p>As an aside, but FYI, I found certain pages of the document (pg. 1 and 12+) more challenging to read due to the lack of contrast between the background colour and font colour. On my own device I can adapt as needed, but worth consideration if the document ends up in print.</p>	<p>Changes will be made to the final plan to incorporate greater colour contrast on pages 1 and 12 to 16 and to update all content font to black.</p> <p>In the draft plan, reference to disability or person with a disability is meant in the broadest term. There is more to accessibility and inclusion than physical considerations. We recognize that the consultant quoted findings/studies that spoke to physical disabilities but the town's approach/definition includes all disabilities including invisible disabilities such as cognitive.</p>
2.	<p>As the Executive Director at Community Living Oakville, I just had the opportunity to read over the 'IDEA Multi-Year Plan.' I commend all of you for developing this plan and the initiatives that with ensue as a result of this plan.</p> <p>In regards to providing feedback, I wanted to offer the suggestion to use the term 'disability' solely when speaking about this underrepresented population in general. Often in my readings, I come across examples of 'physical disabilities' or noting this terminology. This is indeed important and the most obvious to the general public. By using 'disability' in general (apart from physical disabilities), it covers the array of disabilities one may experience.</p> <p>At Community Living Oakville for example, we service many people with disabilities (primarily developmental disabilities), and a large number of them do not have a visual or physical disability. Unfortunately, they encounter various challenges within our community, such as feeling included in decision making, accessing programs and services as well as securing</p>	<p>The IDEA Multi-Year Plan outlines the town's commitment to be an inclusive workplace and community where everyone feels they belong. Accessibility is one of the four overarching priorities along with inclusion, diversity and equity with associated goals and actions to further the town's IDEA efforts and enhance community belonging.</p> <p>The town has a dedicated Multi-Year Accessibility Plan which delves into specific aspects of accessibility that include customer service, information and communication, employment, moving around town, public indoor and outdoor spaces, and more. This plan is currently being updated and community consultation was conducted from January 24 to February 25, 2024. The feedback received through the IDEA Multi-Year Plan was provided to staff working on the Accessibility</p>

	<p>competitive employment as many people/businesses do not identify them as someone with a disability from the onset.</p> <p>Our current Ministry of Children, Community and Social Services, also ensures to produce literature and communication in plain language documents and/or videos. I acknowledge this may be difficult for all reports, however the IDEA report in particular, should also be provided in a 'plain language' version, allowing people to fully comprehend and contribute to initiatives such as these, in which identify them and seek to provide change that may have an impact in their lives.</p> <p>I have provided a link below of an example of a large scale initiative currently underway within our ministry. They have provided documentation for the general public, as well as access to plain language/easy read version that is accessible to others as well. The version the Town could adopt does not need to be the same, however you may take learnings from this model and adopt it to important documents such as IDEA.</p> <p>General link: https://www.ontario.ca/page/journey-belonging-choice-and-inclusion Plain language/easy read version: https://files.ontario.ca/mccss-journey-belonging-choice-inclusion-developmental-services-reform-framework-en-2022-04-08.pdf</p> <p>Thank you for the great work you have done to date and we look forward to following this journey.</p>	<p>Multi-Year Plan update that will be brought forward to Council in the summer.</p>
<p>3.</p>	<p>Would be interested to learn about accessibility at the Oakville Centre for the performing arts, no elevator for</p>	

	patrons, only 3 wheelchair seats in the back row. Performers with accessibility issues cannot even get up on the stage!	
4.	This plan feels very light. It feels like it has been copied and pasted. How is it specific to the Town of Oakville? How do you define diverse communities and underrepresented groups in Oakville? There is nothing specific here around people with disabilities? What training is provided to rec staff for instance in working with kids with disabilities? What programs exist and what gaps are there? What is the library doing in this area? This plan is do generic, it is not going to make inroads at all.	
5.	Are you aware that there is a need to accommodate for mental disability and stress related not just physical accessibility. Amd first the on condo cao is Not in sync with the Hrto when it comes to emotional support animals and the more invisible disabilities. In fact it appears there are two different venues for related cases to be heard and it depends on the agenda of the plaintiff which portal may better suit their agenda. Eg bully condo boards would trend to the cao s cat. Whereas the natural person if they are wise should trace to file a complaint at the Hrto There is very little awareness of issues for those who have mental stress related injuries and board approach As for service and esa animal tenants have more protections and rights than condo owners. Were you aware of this ?	
6.	There seems to be very little in this document to address including people with disabilities! According to your report, at least 22% (as of 2017) of the population has a disability - since Covid, this could be even higher. The one bullet point that seems to include people with disabilities is very vague, and has no timeline attached ("Reduce barriers to access programs and services"). I would like to see specific actions that the Town will be taking to improve accessibility of Town	

	<p>facilities, events, and services, including timelines and reporting on progress. It would also be good to know the Town's progress on AODA compliance.</p>	
7.	<p>Please make accessibility parking free in downtown Oakville so we can access stores.</p>	
8.	<p>It's a great initiative, and thank you for involving the community for feedback on IDEA multi-year plan!</p> <p>It's nice to see the town's commitment to fostering IDEA practices. While the industry is increasingly adopting equity, diversity, and inclusion (EDI) policies and practices, accessibility practices often receive less attention, and that's what I notice in your plan and goals as well. The IDEA term has been used a lot in the plan; however, I'd recommend having focused goals on each dimension (I/D/E/A).</p> <p>I am passionate about fostering an inclusive culture where everyone can thrive. I'd be happy to contribute if you are looking for community partners' engagement.</p>	
9.	<p>This forum is a great idea. Is it possible to have restaurants, hairdressers accessible to people in wheelchairs?</p>	
10.	<p>Is this being considered as well for inclusivity ?</p> <p>Dementia-friendly tourism is on the rise—here's why it's so important The novelty, exercise, and socialization of travel can benefit many of the world's 55 million people with dementia. Some destinations are beginning to cater to them with sensory trails and "memory cafés."</p> <p>Read in National Geographic: https://apple.news/AhmosUP7XTqG0aP-2bfRSRA</p>	

5. Theme: IDEA is a waste of tax dollars and resources.

	Comments	Outcome and town staff response
1.	Stop wasting taxpayer dollars on these nonexistent issues and start building more homes instead.	No changes to the final plan.
2.	There are far more urgent and better ways to spend tax dollars. We are already the most inclusive country in the world, and the GTA is its hub. Stop wasting time and resources this way	Establishing the IDEA Multi-Year Plan does not take away from the program offerings and service delivery the town provides. IDEA infuses a lens to enhance the planning and implementation of our offerings and delivery by supporting our diverse workforce and community.
3.	Please stop wasting tax dollars on this garbage.	
4.	I hope this community feedback section isn't simply a rubberstamp exercise. Many, many of my neighbours feel as I do that DEI is both a waste of valuable resources for municipal council and more importantly, an affront to Canadian values. There IS NOT a systemic discrimination problem in Oakville and we do not need a system to address a problem that doesn't exist. I am staunchly against reverse racism in any form. Stop this madness.	While not everyone will agree on the need or merits of IDEA work, the town is committed to Community Belonging identified as one of the four key strategic priorities in Council's Strategic Plan and 2023-2026 Action Plan . To progress on this strategic priority, Council's 2023-2026 Action Plan includes an initiative to develop and IDEA Multi-Year Plan.
5.	I consider the development of this plan a GROSS waste of scarce community resources. Granted a politically incorrect statement. Consider giving residents a choice between developing and implementing such plan, and NOT doing so but lowering the property tax	Both Council's Strategic Plan and 2023-2026 Action Plan and the draft Inclusion, Diversity, Equity and Accessibility Multi-Year Plan 2024–2028 were developed with input from many sources.
6.	Stop wasting taxpayers money on this racist garbage. We want a meritocracy. You are the lowest tier of government, just focus on providing services to the residents, not this woke rubbish.	Council's Strategic Plan and 2023-2026 Action Plan was developed with input from extensive stakeholder engagement and community consultation; global scan on municipal trends and best practices; community profile of Oakville; Council and staff input, and other reviews.
7.	Please stop wasting our tax dollars on useless consultant reports like this. The statistics reported clearly show there is no problem here, with overrepresentation in some groups and under in others. I am appalled the town would waste money on this meaningless drivel, when there is no evidence that this has ever been an issue.	

8.	<p>After watching some of the budget discussions in town council at the end of last year, it became clear how many really important projects there are that the town would like to undertake, and how limited funding is. This initiative would not rank very high on my priority list. Making sure everyone is included & welcome is great, I just don't think it's worth investing a lot into given all the other priorities of the Town. Certainly when it comes to things like renaming streets/landmarks, it just doesn't feel like a priority for a lot of people. For example, see CTV news on how 72% of people don't support renaming yonge-dundas square (given the costs). That doesn't mean anybody supports whoever the guy was or what he did; we just have enough other stuff to worry about in our lives. It seems misguided to invest our effort into something that nobody really devotes any time worrying about anyway.</p>	<p>The draft Inclusion, Diversity, Equity and Accessibility Multi-Year Plan 2024–2028 was developed with input from a current state inclusivity assessment detailed in the staff reports of August 9, 2022 and December 18, 2023 which included community and staff consultation, review of community and staff demographics, global benchmarking evaluation, and research of best practices among other actions.</p>
9.	<p>Want to ensure that there is real action/culture change/positive change vs. talk and lip service. Hope that when we spend tax dollars on this, we are making meaning actions, or the plan is a waste of tax dollars.</p>	

6. Theme: Truth and Reconciliation issues and considerations.

	Comments	Outcome and town staff response
1.	<p>Thank for sharing this multi year plan with HCDSB. In section 3.1 Community, Government Relations and Corporate Social Responsibility am curious as to who in the Indigenous Community have you consulted with?</p> <p>There is a lot of ambitious goals around TRC that should be guided by people who are experienced and have done this work already in the community. How closely has the Town of Oakville worked with the Indigenous Consultant and the team</p>	<p>Changes will be made to the final plan under 3.1 Develop a Truth and Reconciliation Action Plan to include review of the National Truth and Reconciliation Commission's Call to Actions for municipal governments, and to add training for staff.</p> <p>The town recognizes that any goals and plans around Truth and Reconciliation should be guided by people who are experienced and have done this work, and</p>

<p>at Halton Region? Has Mississauga's of the Credit First Nation been consulted?</p> <p>It is important to work with the people who have the support of the traditional territory holders and have a respectful working relationship. There maybe a need for a vetting process to be in place and to be able to guide the process. We are always challenged with people who say they are Indigenous and later find out that they are not. We call them Pretend Indians and it is a huge problem in Canada. Be wary of who you engage with and insure there are guiding questions and proof of Indigenous Identity.</p> <p>At first glance it would be important to infuse Indigenous Perspectives throughout the document so that community knows this part of our collect history is important. We do not consider First Nations, Metis and Inuit to be part of the equity and inclusion diaspora nor included in the Multicultural Act. We are protected in the Constitution Sec. 35 as separate people with own laws, language, customs, politics etc.</p> <p>I am more that happy to have a further conversation and to consult with the Town of Oakville in a meaningful way. Let me know how I can be of assistance.</p>	<p>that it is important to work with the people who have the support of the traditional territory holders and have a respectful working relationship. We understand that it is important to ensure engagement from the Indigenous community come from Indigenous people.</p> <p>In terms of the development of a Truth and Reconciliation Action Plan for Oakville, we plan to draft the plan in collaboration. We want to learn from others such as the cities of Toronto and Mississauga to ensure the plan is appropriately scoped and resourced. We understand the City of Toronto's Reconciliation Action Plan was developed over three years with input from First Nations, Inuit and Métis community members, organizations, Elders, Knowledge Carriers, youth, and Indigenous employees and allies in the Toronto Public Service. The Town of Oakville would take a similar approach to engage the Indigenous community broadly and where possible, in partnership with Halton Region and the local Halton municipalities.</p> <p>In terms of the land acknowledgment, the town will re-visit it to ensure the town is continuing to align with it, and to ensure consistency in its use.</p>
<p>2. Considering the town already has an approved land acknowledgement I'm guessing the 2026 date is just a re-visit? Training on the use can be provided from one of our contacts.</p> <p>2026-27 to just start on the action plan or to have a first draft of it?</p>	<p>In terms of the development of a Truth and Reconciliation Action Plan, the 2026-2027 timeframe is to review initiatives already completed, in progress or underway; to engage the community; and to start to draft the plan. As mentioned above, we also want to learn from others such as the cities of Toronto and</p>

<p>3.</p>	<p>Miigwech for sharing with MCFN as I know that the Town of Oakville has taken many opportunities to connect and build a positive working relationship with us.</p> <p>Feedback overall is brief:</p> <p>I see that you have included as part of the goals a development of a Truth & Reconciliation Action plan for 2026 on onward. This is a great goal to work towards, I think what would strengthen your document would be its own dedicated section on the how and why this is important for the town and how this can create a positive impact on Indigenous agencies and First Nations. You may consider including any issues that the urban indigenous population in Oakville is experiencing, identify resources readily available that the city has to support. It could also identify next steps in current projects the town has already undertaken with First Nations. It may also include areas such as reconciliation in business, consultation, parks and significant historical sites for the treaty holders. You could also mention employment opportunities and the value of having Indigenous experience help guide the internal work in Oakville.</p> <p>Of course with further engagement and consultation you will flush out more areas to include.</p> <p>If you have any questions I'm happy to have a chat. Miigwech for the opportunity to review and provide some input.</p>	<p>Mississauga to ensure the plan is appropriately scoped and resourced.</p> <p>For the comment on accessibility, changes will be made to the final plan under 3.1 Update the 2018-2023 Multi-Year Accessibility Plan to new 2024-2029 plan to include highlighting advancements and initiatives the town has pursued and reporting annually.</p>
<p>4.</p>	<p>If your organization honoured their Truth and Reconciliation and put that first on the list everything else would fall into place.</p> <p>From my understanding this organization has many years of</p>	

	<p>trying to get things right. I'm not sure the plan under the leaders will get things right. A healthy plan begins with healthy people who believe in equity diversity and inclusion.</p> <p>Also, can someone please rewrite the Mayors opening for the meetings. It is quite disturbing</p>	
5.	<p>Under 3.1 I strongly urge the mention of efforts to “review the commitments to the the National Truth and Reconciliation Commission’s Call to Actions for municipal tier governments if not all recommendations for all levels of government”.</p> <p>Similar to that the Town of Oakville should be recognized for going above and beyond by remediating the built-environment, not only meeting the AODA for new construction which is a major critique in this 4th review of the AODA by Rich Donovan. I hope we can highlight this in the Multi-year plans for all this good work. A lot of municipalities have not renovated the built environment as only federally-regulated entities must do so.</p> <p>Maybe by the Town by implementing a few initiatives, like training for new hires on the facts about Inuit, First Nations and Metis people (that they do not get free government money etc), adopting UNDRIP and installing a permanent memorial for residential school students and their families would show the commitment to inclusivity by mentioning that they will be reviewed over the years.</p>	
6.	<p>What an opportunity to listen and learn (with an EDI lens) from the outpouring of pain and grief expressed by folks in your community at the town council meeting. But no, you silenced them and denied them their right to speak.</p> <p>DELEGATES ON THE AGENDA.</p>	

<p>Please stop doing the performative land acknowledgment. It's such an insult when you can't do the meaningful (and yes, uncomfortable) work behind reconciliation and EDI. Just be the COLONIZERS you are. Own your supremacy because the hypocrisy of what we're seeing is violent and re-traumatizing to we, who identify as HUMANS.</p>	
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7. Theme: The IDEA Multi-Year Plan is light, performative, and not measurable or results-oriented; it is not ready to move forward.

	Comments	Outcome and town staff response
1.	<p>I read the material with interest but ended up disappointed. It's full of aspirational language, consultant-speak, verbs like "develop," "communicate," "clarify." There are references to metrics, benchmarks and the like, in other words it's a plan for a plan, and I'm concerned that the whole thing has to take so long. It really does appear written to demonstrate virtuous attention to the subject matter but it feels empty of substance and left me with no hints of how things will change and what will actually happen.</p>	<p>No changes to the final plan.</p> <p>The language used to describe the actions do include words like Develop, Communicate and Clarify which are intended as verbs. They are actions to be completed and have associated timelines for accountability.</p>
2.	<p>This is all a great start! But do think this plan is not ready for the Town of Oakville. The town has recently demonstrated it is not equipped to deal with DEI issues and nowhere in this plan does it outline hiring resources/experts to guide all the training, rollout, event planning etc listed. It's another checkmark for the town, performative in nature, and shows no goodwill to the marginalized communities it seeks to support.</p> <p>Come back to the community when this plan has the teeth it needs to make a difference in the predominantly white system it seeks to change.</p>	<p>The progress made on the plan will be reported and published annually, as indicated in the plan, with emerging best practices and academic research / perspectives / studies related to IDEA, to ensure the plan and actions are rooted in research and best understanding of modern IDEA principles in recognition that this is a dynamic space.</p> <p>Also included in the annual report will be an update on progress against the 2016 Global Diversity, Equity and Inclusion Benchmarks: Standards for Organizations Around the World (GDEIB). GDEIB is a framework to</p>


<p>3.</p>	<p>I noticed a definite lack of urgency regarding Truth and Reconciliation action items, not commencing this section until as late as 2026. This is concerning since we know that Canada is not making significant progress in this area. I would like to see earlier action items in this section.</p> <p>I see action items and timelines, I see no goals, no objectives and no desired results indicated. This worries me as the focus can easily become ensuring action items are completed as opposed to the more desirable focus on results being achieved.</p> <p>Oakville is not currently a Town where everyone feels included and welcome. Our delegates and the Palestinian community were made to feel very unwelcome by our Mayor in particular at the December and January meetings in relation to matter number 10.1 on the agenda. We must define what outcomes we are seeking to achieve with IDEA, if it is not to become, as I fear it will, a performative exercise.</p>	<p>benchmark diversity and inclusion progress; it provides practices, policies and actions; and measures diversity, equity and inclusion work to the highest levels of diversity work in institutions around the world. The GDEIB's framework takes a holistic approach in assessing an organization. In addition to the GDEIB, the town is also measuring the percentage of residents who identify a sense of belonging with the community, employee turnover rate and the town's workforce demographics compared to the Oakville population for underrepresented groups. Benchmarking and tracking measurement are included as actions in the IDEA Multi-Year Plan.</p>
<p>4.</p>	<p>What is the out of pocket cost/budget to complete this plan and what are the tangible cost benefits identified as the return on investment of this project?</p> <p>There seems to be a lot of time in the outline explaining the Deloitte study findings, but little to no data confirming what is actually happening in Oakville, for instance, under Engagement the document outlines that this policy will improve absent days, turnover etc. my comment is what are the current absent days as a % of work days and what will the target be once this plan is in place? Same with turnover- what is the current turnover % at the town, and what is the target after the plan? Who leaves a defined benefit pension plan these days anyways?</p>	

<p>As far as Organizational Performance - how is this measured now, and how will it be measured after? The Town isn't exactly a very productive place to begin with based on my personal dealings with the town, happy to provide examples if necessary...how will productivity improve exactly after this plan is implemented? Improve Customer Service? Again, how do you measure now, what are the numbers and how exactly will they improve?</p> <p>Seems to me this is a bunch of work with no real measureable outcomes that your customers (us taxpayers) are paying for. It feels like an internal project to tick a box to be able to say something is in place for those who are looking for special treatment and to hide from accountability.</p> <p>My last comment is this- is this a bottom up project determined by council based on feedback from employees through surveys and one on one reviews, or is it a top down driven agenda to try and convince voters that the council is busy doing something that they deem important.</p> <p>Without clear deliverables, which have not been shared, I cannot think this is anything more than a waste of taxpayer money, town staff time and energy. And will not improve anything about Oakville as a place to live.</p>	
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Theme: General – comments that are different than those grouped by theme.

	Comments	Outcome and town staff response
1.	Inclusion, Diversity, Equity (I.D.E) are all fantastic ideas / goals and I absolutely applaud the effort and vision. While there's a whole lot of programs similar to this, until the structures that foster and entrench negligent and institutional	No changes to the final plan. Establishing an IDEA Multi-Year Plan provides Council, staff and the community with a coordinated

	<p>racism and discrimination is addressed the objectives / goals will largely be paper objectives. When schools start to organize graduation ceremonies with colored people in mind when choosing decoration for the venue or staff at the city of Oakville stop treating residents with a different skin color with disdain then we would have only just started the journey to I.D.E.</p>	<p>commitment to review programs, services, policies, and projects using an inclusion lens. Specific actions related to training initiatives for leadership and staff are also included in the plan.</p> <p>The town does not condone negative comments or treatment by staff to any member of the community. The town has a Customer Service Complaints and Compliments Procedure that outlines this commitment. If experienced, complaints can be made online through the town's customer service feedback form, email service@oakville.ca, telephone 905-845-6601, mail 1225 Trafalgar Road, or in-person.</p>
2.	<p>Elimination of nepotism hiring practices at the municipality of Oakville must be in the list. E.g , telling my son that the Oakville transit job has been offered to someone else who has experience. What experience? In fact my son had done two similar jobs prior to applying for transit Van scheduling position.</p> <p>The multi year plan must reflect reality, real community situation. What I and my family can't stand is the Political rhetoric used on paper for the town to look good when in actuality, systematic racism goes on.</p> <p>As a tax payer I am watching to see the multi year plan implemented fairly and solutions achieved.</p>	<p>No changes to the final plan.</p> <p>Actions related to policy and procedure review and hiring and promotional process with an inclusion lens are already included in the plan. Also included is an annual progress update to Council and the community.</p>
3.	<p>Yes! I agree I believe in diversity and inclusion. But my son graduated from Sheridan college electrical engineering tech and we contacted the ministry to set up apprenticeship hours recording. From our view the ministry is spending lots of time to bring in foreign workers for the trades... my son was laid off this summer and he has had one interview and nothing else... Canadian educated young people are left behind even</p>	<p>No changes to the final plan.</p> <p>While we cannot speak to the practices of all levels of government, the Town of Oakville's approach to IDEA is to ensure that everyone has a fair chance based on merit, not to replace meritocracy. It is about providing equal opportunities for all to achieve based on their merit.</p>

	for trade jobs. This needs to be addressed by all levels of government...	
4.	<p>I am the chair of the Oakville Palestinian Rights Association. I had spoken to Jorge, as well as my councillor, and they had mentioned to send along these resources in order to be referenced with the upcoming inclusion, diversity and accessibility plan.</p> <p>I've attached our resource that includes several reports and links to credible sources for further information, but the main two articles are posted below.</p>  <p>OPRA Schoolboard Resource FINAL.pdf</p> <p>The Arab Canadian Lawyers Association has created this document for naming Anti-Palestinian Racism and how to apply it within equity, inclusion and diversity policies.</p> <p>The Jerusalem Declaration has this updated definition of Anti-Semitism to combat the IHRA definition that has faced significant backlash since its release.</p> <p>As mentioned to Jorge and Jonathan McNeice, our organization is more than happy to help with any consultations, or workshops to facilitate anti-Palestinian racism awareness. I know the sensitivity of the issue can cause discomfort and I feel that creating a safe space for all levels of staff to process the information at this time is very important.</p>	<p>No changes to the final plan.</p> <p>The information and articles will be shared with staff as appropriate.</p>
5.	I enjoyed reading this document. As a long time Oakville resident and taxpayer I would like to provide some feedback.	No changes to the final plan.

<p>One observation with this report has to do with its “volume” and associated cost of production from an outside consulting firm.</p> <p>Like Ottawa, consultants fees are a cause of concern for Taxpayers.</p> <p>Given Oakville size, I would suggest Town staff could write a report to address this important matter at considerably less cost.</p> <p>Additionally, I would suggest this IDEA initiative inform Taxpayers of an appropriate annual cost allocated to this important issue.</p> <p>Maybe some % of Total Oakville Revenue or budgeted allocation.</p> <p>As you can appreciate, with the recent 4.5 % increase in Taxes for 2024, Taxpayers would hope funding for such initiatives as IDEA and other worthy initiatives are transparent in costs to taxpayers and approved by council.</p>	<p>Given the very important and highly complex nature of IDEA, staff partnered with CCDI Consulting Inc. for their expertise in diversity and inclusion in both public and private sectors. Total cost for support from CCDI Consulting Inc. for conducting a current state inclusivity assessment and development of the draft IDEA Multi-Year Plan was \$100,000. The funds were approved as part of the 2022 budget.</p> <p>Staff plan to assess the first year of implementing the plan and will identify any resource needs in the 2025 budget which follows an open and transparent process including seeking public input.</p>
<p>6. First let me take the opportunity to thanks and congratulate you and team on taking up the important task.</p> <p>A few observations if you can incorporate.</p> <p>1. Training: I saw a lot of emphasis on leaders training. The leaders training should explicitly cover training of community members, leaders of community services including police, firefighters, healthcare professionals and educators including early learning educators and primary and secondary</p>	<p>No changes to the final plan.</p> <p>1. Training: Training is an integral part of the success of this plan. Over the duration of the plan we will be providing training to all town leadership as well as staff at all levels of the Town of Oakville organization which includes firefighters. The other agencies listed are not under the town’s authority and would provide their own training based on their organization’s specific needs.</p>

<p>education. In no way city funds should be spent on training town leadership beyond a specific %age say 5%.</p> <p>2. Inclusive Sports Facilities: As we get on the inclusion journey, can we focus on providing inclusive sports facilities representing the city population. I could not spot a reference to this e.g more badminton, cricket facilities etc.</p> <p>3. Inclusive Festival Celebrations: can we please specifically call this out that the city to celebrate diverse cultural festivals more visibly e,g Eid, Ramazan or Diwali.</p> <p>4. Any targets to achieve diversification in Town admin?</p> <p>5: A grievance address system if a member of the city feels or experiences being excluded.</p>	<p>2. Inclusive sports facilities: The town aims to provide a diverse range of recreation (including sports) and culture facilities, programs and services to support the Oakville community. Some of the offerings include: three levels of badminton, pickleball, Bollywood dance, Zumba, yoga and more. All of the town’s natural grass sports fields are available for rent to play cricket. The new Sixteen Mile Sports complex will include a cricket field and be open in spring 2024. Further, many town-lead events such as Family Day in February offer cricket for free. Staff are always reviewing community needs and adjusting offerings to support diverse community.</p> <p>3. Inclusive festival celebrations: The town is developing a Special Events strategy which will review, among other components, multicultural events. The strategy will be developed throughout 2024.</p> <p>4. Targets to achieve diversification in Town admin: The town is not setting hiring targets but will continue to measure the diversity of staff through our voluntary staff survey. Instead, the town is working towards creating greater diversity and inclusion of staff by focusing on inclusive leadership, inclusive behaviours, and meaningful initiatives to support this.</p> <p>5. A grievance address system if a member of the city feels or experiences being excluded:</p>
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		For town employees, mechanisms are in place under our Respectful Conduct policies and procedures to address concerns
7.	<ul style="list-style-type: none"> • The plan’s focus on centering EDI as an economic benefit, versus its inherent virtue appears contradictory to the tenets of IDEA, given many marginalized communities are often excluded due to economics and are much more valuable than their weight as employees or taxpayers. • The plan should specifically outline how it aims to commit to the 94 calls to action in the TRC, in addition to collaborating with the indigenous community. Any collaboration should be reciprocal, and the town should carry it's weight in advancing justice for indigenous people (especially given how much research has already been done and is readily available to the public) and not always expect those communities to take the lead. • The plan does not make mention of anti-racism in general, and more specifically anti-black racism and anti-palestinian racism, given world events highlighting their importance such as the Black Lives Matter movement, and current Genocide in Gaza. These communities are particularly marginalized in this current political climate, and the Town should make it a point to focus efforts (including anti-racism training) in these areas. • As an aside, the most recent Town Hall shows how much IDEA values and training are needed in the town, with the Mayor (arguably the most symbolic representation of the town) contributing to negative stereotypes, inflammatory speech, silencing of marginalized voices, and displays of White fragility. • The plan lacks specifics around the types of training, education, and cultural competence skills that are being 	<p>No changes to the final plan.</p> <p>We are establishing an Inclusion, Diversity, Equity and Accessibility (IDEA) Multi-Year Plan to coordinate our commitment to this work. While the town has been planning and implementing IDEA initiatives for 20 years, we know that a formal plan to build on the work will better support the community and staff in our shared goals for community belonging.</p> <p>We commit to proactively working towards Council’s vision for a vibrant and livable community for all; one where community belonging is at its core to ensure all residents engage in a fulfilling community life that is built to support wellbeing.</p>

	<p>targeted. It is important that a diverse array of literature be reviewed, especially literature written by People of Colour and marginalized backgrounds to properly advance this strategy.</p> <ul style="list-style-type: none"> • I would add to this, that a reflective component is critical as the Town and its employees engage IDEA, and must be a part of the training (ex. Self-reflections, journaling). • The strategy does not indicate how it aims to measure its EDI goals in relation to benchmarks set by community members. • For example, as a Latinx Oakville citizen, who is married to a Chinese Canadian and has a child of Chinese descent, I believe it is immensely important that my family and others, be provided with regular opportunities for providing feedback on the Town’s metrics for IDEA and if they are being met. The centering of local marginalized voices is critical for answering the questions of ‘who is in the room? Who is trying to get in the room, but can’t? Have everyone’s ideas been heard and taken seriously? Is everyone feeling valued and safe?’. <p>Finally, a granular point given my own background. As the town moves forward, I kindly ask that the town use empowering terminology for all its citizens. For example, as a Latinx Oakville member, I prefer the term Latinx to Hispanic (given the latter serves to erase my Mayan indigenous and Afro-Latino heritage). Words matter, and it is critical the town engage in careful dialogue to avoid using terms that uphold colonial and white supremacist values.</p>	
8.	<p>As a community member, I feel this is a perfect time for the Town to assess its standing on inclusion, diversity, equity and accessibility. The town has been selective in engaging the community and, thus, at times, failing to recognize the skills and talents of members of the community or their</p>	<p>No changes to the final plan.</p> <p>We are establishing an IDEA Multi-Year Plan to coordinate our commitment to this work. While the town has been planning and implementing IDEA</p>

<p>contributions to the town. Several community members are hesitant about engaging in town matters as they feel unwelcome.</p> <p>It's essential that community members feel valued and respected within Town settings, and a clear definition of diversity is required for different settings.</p> <p>I am excited to observe that Goal 1.2 covers leadership training and look forward to seeing a shift in the leadership model, especially in cultural competence. I believe this may create a positive impact on the community. It is never about certification as it is about practice.</p> <p>My concern is: How would, as a community, we feel the change? What are the markers?</p> <p>What would the town do to engage us in the process? What evidence can be provided in terms of engagement? How will the evidence be communicated?</p> <p>How would we be consulted? How would they communicate with the community in a relevant manner?</p> <p>The real goal would ideally be to bring out the humanity in people. However, humanity is not lip service; it's not trainable. You don't need schooling, charts, and surveys to assess your humanity.</p> <p>The training is needed to express that humanity and verbalize your intent so that no human feels marginalized, dehumanized or unable to access basic needs. Respecting</p>	<p>initiatives for 20 years, we know that a formal plan to build on the work will better support the community and staff in our shared goals for community belonging.</p> <p>We commit to proactively working towards Council's vision for a vibrant and livable community for all; one where Community Belonging is at its core to ensure all residents engage in a fulfilling community life that is built to support wellbeing.</p>
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	and understanding humans as they are is crucial for sustaining human dignity.	
9.	WOW – I get the e-mail requesting feedback on January 30th at 10:15 a.m. and it asks for me to respond by January 31st. Sounds to me like everything is already “cast in stone”.	<p>No changes to the final plan.</p> <p>The feedback period took place between December 19, 2023, to January 31, 2024. Information was shared in many ways, both in advance and during the comment period. The communication methods included: through the Council meeting on December 18, 2023, town website, town social media channels, emails from staff to residents’ associations, community groups, and residents who expressed interest. Several issues of the Mayor’s e-newsletter in December and throughout January also included information about the draft IDEA multi-year plan and how to provide feedback.</p>
10.	The Plan looks good. One suggestion would be that in addition to the Recruitment goal, the Town to complete a comprehensive Employment Systems Review (ESR) for all of the HR and related policies. Review Training, Onboarding, Upward Mobility, Organization Culture and Accommodations and Accessibility. The Town employees may also benefit from Employee Support or Resource Groups. Thank you for the opportunity to comment.	<p>No changes to the final plan.</p> <p>These components are currently incorporated in the multi-plan (e.g.: a review, update and introduction of policies and procedures using an IDEA Lens under Goal 1.3 IDEA Structure and Implementation, training is noted in 3 of the 4 goals; talent mobility is noted in 2.2 Advancement & Retention, Accommodation and Accessibility in 2.3). ESR/G’s are being contemplated in 1.3 in defining roles and determining support.</p>
11.	As a newer resident of Oakville I really am happy to hear about this new effort to engage the community. As a former Canadian Ambassador I have some intercultural experience including in Africa Central America, Eastern Europe and the Middle East.	<p>No changes to the final plan.</p> <p>Most suggestions are included in the plan or have been implemented by departments. Others will be considered as we delve into the specific tasks under the actions.</p>

I think the most important element in promoting diversity is to educate people. I am not speaking about formal classroom education (although progressive school curriculums can be an important element). But bringing people together through cultural events: food, film, music art etc

But what you have to avoid is having events which are not mixed. You don't want only Greeks going to the Greek souvlaki night. So look for interesting connections: UK and India given how Indian food has influenced the UK, or Israeli, Lebanese and Syrian food.

Try to have films with speakers who can inform Oakville residents about the history of the various communities who now live-in Oakville.

Maybe you could develop an online site which provides the cultural history of the various ethnic communities including indigenous who live in Oakville.

Maybe sponsor a joint peace park project. Have people come out to help build various symbols of peace from different cultures: a totem pole or Inukshuk where we watch but also help and listen to indigenous artists.

A beautiful tiled wall or fountain by Iranians and other Middle Eastern community members. Etc etc

And instead of a Help Line - a line of understanding. When community members don't understand various cultural rituals, or values that seem to conflict with Oakville values they get advice from experts.

A number of the initiatives mentioned are in place and we will continue to build on this work. A sampling is included below, with full details on oakville.ca.


- In February we celebrate [Black History Month](#) with events at the Oakville Centre for the Performing Arts, Oakville Museum, Queen Elizabeth Park Community and Cultural Centre, and Oakville Public Library. In addition to exhibits all month
- Free movies in the park throughout the summer
- Free Culture Days celebration during September and October. Oakville was ranked first overall in the [Culture Days 2023 Top Participating Communities Listing](#)
- At Tannery Park, there are two concrete peninsulas providing panoramic views of Lake Ontario and surrounding area with a First Nations history wall depicting a timeline of First Nations settlements in the area, and a First Nations Moccasin Identifier gathering circle



- At Iroquois Ridge Community Centre, we have a beautiful garden, honouring the One Dish covenant. The One Dish garden was guided by Grandmother's Voice with design by Miinikaan ('the seed' in Ojibwe), Indigenous consultants and allies

<p>We need more public space where people can gather if we are to breakdown the walls between various diaspora.</p> <p>I look forward to working with you on initiatives that csn help make Oakville an even more inclusive community.</p>	<p>whose gardens invite curiosity and demonstrate Indigenous agroecology teachings. The plant combinations provide a habitat for bees and butterflies as they move and migrate. The Indigenous names of each plant are highlighted on the garden signage to increase awareness.</p> <ul style="list-style-type: none"> • At Town Hall, there is a Canoe Garden, a special ArtHouse partnership with Halton Environment Network. Kayanase Greenhouses on Six Nations and the Town of Oakville’s greenhouse team. The garden includes pollinator plants and is registered on the Butterflyway to ensure a healthy habitat for butterflies and other pollinators. • At the Thomas and Church streets intersection, there is an orange crosswalk and a permanent interpretive sign. The crosswalk was painted orange in honour of children of the residential school system. • The installment was done in consultation with the Mississaugas of the Credit First Nation. At the intersection, there is also a utility cabinet cover in a Moccasin Identifier Project design which features four moccasins representative of the four linguistic groups in Ontario. • The Town of Oakville also sought guidance from local Indigenous leaders, including Grandmother's Voice, to learn more about this lands treaty history and celebrate the active agreements these treaties seek to protect. The result is a series of public conversations about practical directions and best practices relating to the Truth and Reconciliation Commission’s Calls to Action.
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		<ul style="list-style-type: none"> • There are three rainbow crosswalks along Lakeshore Road. <p>The town is also currently working on its events strategy which will also support community belonging.</p>
12.	<p>The painting of the inclusion has two Muslims in it but no Hindu no Jew and I don't see a black either. This picture should be taken down immediately as it marginalizes people that are not included in the painting, and your whole ideas inclusivity this is very culturally insensitive.</p>	<p>No changes to the final plan.</p> <p>The image of five people used on the town's website and social media platforms was intended to draw awareness and promote the draft IDEA multi-year plan. The image was not intended to represent only one religion or culture. Representation was meant to be inclusive and broad reaching.</p>
13.	<p>I went through this plan and found it to be comprehensive and well-thought-out. Congratulations! However, to better convey Oakville's ethnic and religious diversity, I suggest that the banner be improved. The image with 5 people of different ethnicity/religion. Why is the Muslim presence emphasized? I think the woman with hijab is appropriate, but not the religious man.</p> <p>Firstly, it is universally known that Muslim women wear the hijab. Non-Muslim religious women, Jewish, Christian, Hindu, etc., wear a completely differently looking headscarf.</p> <p>Secondly, I find the presence of the religious man in the picture provocative, because the poster excludes all other religions. Either all religions should be represented, or none.</p>	<p>Staff took into consideration representation of religion and culture, 2SLGBTQIA+ community, people of colour, different gender identifies, and size-inclusion.</p> <p>For example, the woman in the image wearing a head scarf/covering is not specifically a hijab. Nearly every religion, culture, and tradition at some point had religious head coverings. In present times, we most commonly see them on Orthodox Jewish women, Muslim women, Christian women and Sikh women.</p> <p>Comments on the image were taken under advisement and where there is opportunity to add to the image, staff will look into it.</p>

		
14.	<p>White people must be removed from positions of authority, including you. Your system of systemic oppression cannot be resolved with an superficial “IDEI” plan. Put your money where your mouth is and replace the white mid to high level positions with people of colour.</p>	<p>No changes to the final plan</p>
15.	<p>This is to implement the World Economic Forum's 2030 agenda!</p>	<p>No changes to the final plan.</p>
16.	<p>Humbly offering some advice...if you can help tackle the pitfalls this author notes we as a town will be far better off then all towns in Canada.</p> <p>https://hbr.org/2022/12/the-failure-of-the-dei-industrial-complex</p> <p>Summary below taken from the Harvard article</p> <p>Despite the increase in organizations adopting DEI initiatives and the proliferation of DEI firms and practitioners, the big, poorly kept secret is that the majority of these initiatives are less effective than many make them out to be. On the one hand, there is a lack of standards, consistency, and accountability among DEI practitioners. And on the other, organizations keep asking for, and funding, interventions that don't work. This phenomenon that purports to end inequity but instead sustains it at great cost to marginalized populations is called the DEI-Industrial Complex. To end it, the author, a DEI practitioner, provides four actions for</p>	<p>No changes to the final plan.</p> <p>Suggestions have been considered and included.</p> <ol style="list-style-type: none"> 1. Identify DEI challenges before prescribing DEI solutions The town undertook a town-wide systems approach to developing the IDEA Multi-Year Plan and started with a current state inclusivity assessment to understand the specific needs of our community and staff. Staff presented the results of the assessment to Council and the public on August 9, 2022. The assessment directly informed the development of the town's draft IDEA Multi-Year Plan. 2. Find the right specialist(s) The town partnered with CCDI Consulting Inc., an external organization who are recognized experts leading in diversity and inclusion. CCDI Consulting Inc. works with both public and private sector employers

	<p>organizations and DEI practitioners to take: 1) Identify DEI challenges before prescribing DEI solutions, 2) find the right specialist(s), 3) measure not only inputs, but outcomes, and 4) have those doing the work inform the budget for it</p> <p>I can help with items 1 to 4 noted above.</p>	<p>and has specific experience with municipal government.</p> <p>3. Measure not only inputs but outcomes The presentation by CCDI Consulting Inc. on the town's draft IDEA Multi-Year Plan at Council's meeting on December 18, 2023, outlined the desired outcomes of the plan by each of the four strategic goals (insert link)</p> <p>4. Have those doing the work inform the budget for it Staff plan to assess the first year of implementing the plan and will identify any resource needs in the 2025 budget.</p>
17.	<p>Every day Oakville gets further from the things that once made it nice. You are going to cram ant car high density and political correctness down our throats. Developers care nothing about zoning so they ruin existing neighborhoods. You are just going to make another Mississauga / Brampton and look back wondering why our quality of life went down.</p>	<p>No changes to the final plan.</p>
18.	<p>I am writing to you as part of your campaign to garner feedback regarding the Town's draft Inclusion, Diversity, Equity and Accessibility (IDEA) plan. Thank you, first of all, for the opportunity to provide feedback. My collection of thoughts below is a combination of feedback as well as questions to help me understand better what the IDEA plan means for Oakville staff and citizens.</p> <p>Firstly, I noticed that that in the methodology section of the draft plan (p. 5), there was no mention of investigating any published research that counters Diversity, Inclusion and Equity (DIE) ideologies and practices. It is often common when using a critical lens in policy development to look at</p>	<p>No changes to the final plan.</p> <p>As indicated in the staff report, inclusion, diversity, equity and accessibility are areas that are not always easy to address, the matters are often complex and have to be meaningful planned. There has been claim that IDEA does not produce successful results. It is important to note that new research addresses the importance of choosing the right approaches, that organizations saying IDEA is important is not good enough. This work can not be performative.</p>

arguments both for and against an organizational-wide program such as this one in order to mitigate against bias and investigate unintended outcomes. Was this done and if so, can staff please provide the references for the research examined that challenges DIE and what was the research team's response to it? I ask because I have spent considerable time examining this topic and generally have found two challenges against DIE common amongst the literature that I find difficult to reconcile:

1) Initiatives of DIE, including but not limited to diversity training, hiring quotas and other forms of affirmative action, have produced no statistically significant results with respect to productivity, institutional or organizational effectiveness, or staff success (Mac Donald, 2018; Mansur, 2011; Sander, 2004). In fact, all evidence I could find is that from the onset of DIE initiatives in the public sector in North America in the 1960s, more damage than any perceived benefit was ever recorded. Bradley Campbell and Jason Maning perhaps have the most comprehensive history of such initiatives and their effects on the American and Canadian public sector in their publication "The Rise of Victimhood Culture" (Campbell & Manning, 2018). There are several recurring types of incidents in that publication that can be immediately relevant to Oakville's IDEA plan to consider. For instance, in the 1960s and 70s in UCLA in California, the university administration decided to set a quota of hiring a certain number of Black tenure-track staff on its campuses. It was found out afterwards that this came at the expense of many Asian-American researchers who presented with stronger qualifications being denied positions in the name of "equity". Does adopting the IDEA plan at the Town of

The town's work on IDEA was not to support or refute the case for IDEA but rather to assess the organization (workforce), our community (residents, businesses, community groups, community organizations, residents' associations, etc.), and our policies and develop a course of action based on the assessment to ensure the town is well positioned to continue to deliver inclusive programming and that our internal practices align with our organization values. The actions that are in the draft Inclusion, Diversity, Equity and Accessibility Multi-Year Plan were driven from the assessment findings which were presented to Council on August 9, 2022. The staff report and appendices include the current state inclusivity assessment summary report.

We partnered with the Canadian Centre for Diversity and Inclusion Consulting Inc. who have done extensive research on IDEA which was brought together in the development of the draft plan. This is by no means an extensive list, but here are some readings:

- [Diversity matters even more: The case for holistic impact | McKinsey](#)
- [Delivering growth through diversity in the workplace | McKinsey](#)
- [Research on How Local Governments Manage Workforce DEI | icma.org](#)
- [SC 1995, c 44 | Employment Equity Act | CanLII](#)

There will be challenges when it comes to recognition as noted. The town will have to consider all the questions identified and scope the work accordingly.

<p>Oakville mean the same thing in terms of preferencing certain minority groups over other groups (whether categorized as minority or not) in order to present a more “equitable” ratio of staff? If so, have staff and Council investigated and acknowledged the effect on other groups as a result? And if so, will this be publicly stated in the final IDEA plan?</p> <p>Thomas Sowell also discusses similar negative consequences of DIE initiatives including diversity training in his publication “The Vision of the Anointed” (Sowell, 2019) where he also looks at public sector environments that could be relevant for Oakville to examine before committing to the IDEA plan. His perspective stems from the field of economics and he states that there are no true “solutions” but rather all initiatives of these types are trade-offs that come at the expense of other strategies. His historical examination posits that DIE initiatives are a way for the “Anointed” to adopt a self-righteous, virtue-signalling tool to judge people by the groups they are a part of (whether race or gender or whatnot) as opposed to individual merit. This interestingly directly contradicts what someone such as Ibrahim Kendi mentions in their texts arguing <i>for</i> DIE as way to remove identity group bias (Kendi, 2019). In fact, in examining the effects of DIE initiatives in public sector organizations in the US, Angela Sailor, vice president of the Feulner Institute at the Heritage Foundation (a Black American – not that it should matter) said that:</p>	<p>In terms of indicators, in addition to the two noted, the Global Diversity, Equity and Inclusion Benchmarks: Standards for Organizations Around the World (GDEIB) were used as a framework to benchmark diversity and inclusion progress. It provides practices, policies and action and measures diversity, equity and inclusion work to the highest levels of diversity work in institutions around the world. The GDEIB's framework takes a holistic approach in assessing an organization, and the town will measure against the global benchmarks with the goal to continuously advance through the five levels of progress. In addition to this, we are also measuring the percentage of residents who identify a sense of belonging with the community. This is a key community indicator (KCI) tied to Council’s Strategic Plan and 2023-2026 Action Plan. As part of Council’s Strategic Plan, we are also monitoring the employee turnover rate.</p> <p>The staff report and appendices from the December 18, 2023 Council meeting includes the assessment materials, findings, and the town’s Inclusion Lens.</p>
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“pervasive trends under the guise of equality makes diversity training in government, and corporate America, and schools, destructive, divisive, and harmful.” (Sailor, 2019).

So again, the question becomes: What evidence of efficacy and effectiveness are we basing our DIE initiatives on? Is it one of true scientific research and logical reasoning or that of simply following what everyone else is doing due to social pressure in order to meet modern standards of morality?

2) The second challenge I struggle to reconcile, and perhaps your team would be able to help if your research discovered otherwise, is that DIE ideology at its core, and as is affirmed even by its own creators and pioneers such as Foucault and Lyotard in the 1960s (who invented Post-Modernism) and their more contemporary students Richard Delgado and Kimberlé Crenshaw in the 1990s (Hazony, 2022; Kendi, 2019; Pluckrose & Lindsay, 2020), is a Neo-Marxist belief system employed through a Post-Modernist lens; i.e. It requires the adoption of a Neo-Marxist framework of thought for participation. It goes without saying that applications of Marxism and Neo-Marxism in the 20th and 21st centuries respectively have resulted in nothing but absolute destruction of life and society (perhaps two of the most obvious examples are Ukraine in the 1930s under Soviet rule and Venezuela in the 2010s). Therefore, the question becomes: does adopting a DIE plan such as the proposed IDEA an implicit or explicit adoption of the Neo-Marxist beliefs that gave rise to the values and mission statement in the plan?

And if not, how can we separate the values in our plan from the very value-system they're based on?

Secondly, the draft plan mentions "unconscious bias" as a factor for applying IDEA in the workplace (p.3). Can your team share the references for the research you have conducted that supports this claim? From what I read, the evidence in fact, completely disputes the existence of unconscious bias (Bartels & Schoenrade, 2022; Gawronski, Ledgerwood & Eastwick, 2022). I have found that no statistical studies have been able to prove the existence of unconscious bias - or Implicit Bias as it is referred to in the literature as measured by the Implicit Association Test (IAT) – nor showed any statistical significance ($P > 0.05$), but rather referenced only anecdotal research which is not a standard for population-based implementations - in this case such as an organizational-wide level DIE plan (Chin et al., 2023; Rezaei, 2011). Have you found differently? From my understanding, the scientific community has in fact stepped back from pushing the idea of unconscious bias so much that a group of researchers led by Lee Jussim, a professor of Social Psychology at Rutgers University, has been working on a repository of scientific research that disputes the efficacy of this theory (Jussim et al., 2020).

Furthermore, in Section 3.1 of the Strategic Goals in the draft plan (p. 15), your team mentions the development of an "IDEA recognition policy to recognize different awareness campaigns, important months, etc.". What will the decision-making process look like to choose which events or months are important and which are not? Will the methodology for choosing these items be made public to Town staff and Oakville citizens? Would only events or campaigns relating to minorities be considered, or would others representing

"majority" populations be given value as well? And if not, what is the value weight factor being used and who decides the weight given? Who gets to decide who is a "minority" and who is not? These are of course questions that many organizations struggle to answer but ones that the Town of Oakville should nevertheless be forthcoming and transparent about their methodology if they choose to follow DIE.

Lastly, I noticed that the only performance measurement indicators or KPIs established for measuring the success of this plan (yet at least) are measuring employee demographics and "sentiments of inclusion" (p.16). As someone who comes from a statistical science background and did a Master's specializing in quantitative research and data analysis, I would highly advise against measuring employee demographics as a marker for success. Employee demographics is a measure of equality of outcomes and not equality of opportunities. This is in fact one of the most common fallacies when attempting to measure equity - specifically equity as you define it in your own words as "the opportunity to achieve the same outcome" (p.10); therefore, one must measure opportunity and not outcome. Measures that look at equality of opportunities, while harder to develop, are much more valid in measuring equity. If you examined what happened in several of the Nordic countries such as Sweden in the 2010s it shows this clearly. They were able to achieve the most equitable environment (in terms of opportunity) across their professional industries in any modern country and yet when measuring equality of outcomes, they discovered an even larger gap between the groups they were measuring than at baseline. The reason for this was because they discovered the more "equitable" an environment is and the more freedom, opportunities, and

resources you give individuals to pursue their own career preferences, the more “traditional” the choices people make as they inevitably revert to their own natural preferences (Stoet & Geary, 2018). This was a hard, yet essential lesson to learn but showed the incredible positive effect of focusing on equality of opportunity rather than forcing equality of outcomes which present a false proxy and dare-I-say dystopian 1984-esque version of reality simply to be able to claim a higher standard of equity.

In conclusion, I would be interested to learn more about the evidence and statistical research used to develop this plan and any statistical correlations found in the literature to inform the strategic goals you mentioned. I would be interested to know what the research team’s response, if any, to evidence against DIE initiatives and finally, and whether Staff and Council are able to answer some of the questions mentioned earlier regarding the beliefs and value-systems behind DIE and how to reconcile that if the Town of Oakville adopts them.

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19.	Please give more support to transgender youth within the schools and the community.	<p>No changes to the final plan.</p> <p>All underrepresented communities are considered within the plan. The town is committed to supporting all members of the Oakville community, include transgender youth. Some of the initiatives the town has undertaken to support 2SLGBTQ2IA+ youth include:</p> <ul style="list-style-type: none"> • Web page on oakville.ca dedicated to community resources, including information about the 2SLGBTQ+ youth line for peer support • Pride rainbow flag flown during the month of June at Town Hall in recognition of Pride Month and Oakville’s 2SLGBTQ2IA+ community • Three rainbow crosswalks installed (located on Lakeshore Road at the intersections of Navy Street, Kerr Street and Bronte Road) • Free programs and activities throughout June in support of Pride Month • Use of gender pronouns in town staff email <p>The IDEA Multi-Year Plan also outlines several actions including:</p> <ul style="list-style-type: none"> • Design community programs based on consultation with the community and representation of diverse groups • Reduce barriers to access programs and services • Develop an IDEA recognition policy to recognize different awareness campaigns, important months, etc. with a consistent approach for when to use:

		<p>flags, lighting, symbols, signs, banners, decals, markers on uniforms, such as crests and epaulettes</p> <ul style="list-style-type: none"> • Incorporate IDEA in the design and implementation of town programs and services, customer service delivery, initiatives and projects, and internal programs
20.	<p>Ditch the "Equity" reference. Insert "Equality". No one of sound opposes diversity equality or inclusion. We all know that equity, is code for outcomes, regardless of effort ability or source. Really just meaning there equal outcome is funded by my tax dollars and my efforts.</p>	<p>No changes to the final plan.</p> <p>The terms “equity” and “equality” are defined in the plan.</p> <ul style="list-style-type: none"> • Equity means recognizing that we do not all start from the same place and circumstance. Equity provides resources and opportunities that are allocated based on individual needs that vary. This creates an environment where each person has the opportunity to achieve the same outcome. • Equality is providing everyone with the same resources and opportunities, regardless of need or circumstance. This creates an environment of sameness but has the potential to create different levels of outcome.
21.	<p>Thank you for the opportunity to provide feedback on IDEA. First off it strikes me that the Oakville Town Council is predominantly made up of White individuals. I see an urgency for some steps to attempt to diversify the makeup of the Town Council as it does not reflect the Oakville community. I don't see any specific actions regarding this important point. Having witnessed the demonization and silencing of Palestinian Canadian residents and allies at two recent meetings of the OTC, on the first occasion directly following a discussion on IDEA and a discussion around the importance</p>	<p>No changes to the final plan.</p> <p>Town Council members are chosen by the Oakville electorate, based on the individuals who come forward to run during a municipal election, which is held every four years. In the last municipal election (2022), staff employed a number of engagement techniques to draw a wide pool of candidates which include: information sessions for potential and registered candidates, election information for over-the-phone interpretation in</p>

	<p>of equity and inclusion and ensuring everyone feels welcome, I feel this is urgent and would like to see some specific actions to attempt to reflect the community in the OTC so this does not happen again.</p>	<p>240 languages, election resources on the town's website and a session on diversity. One of the information sessions for potential and registered municipal election candidates included a talk from Senator Bernadette Clement about Diversity on Council.</p> <p>In terms of the town's workforce, Goal 2 of the IDEA Multi-Year Plan focuses on internal workplace IDEA processes to promote a conscious effort by the Town of Oakville to attract and retain a diverse group of employees that is equitably representative across all levels and functions. The current March 25, 2024, Council report as well as the December 18, 2023 Council report include community demographics compared to the town's workforce.</p>
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