

Inclusion, Diversity, Equity and Accessibility Multi-Year Plan

Final

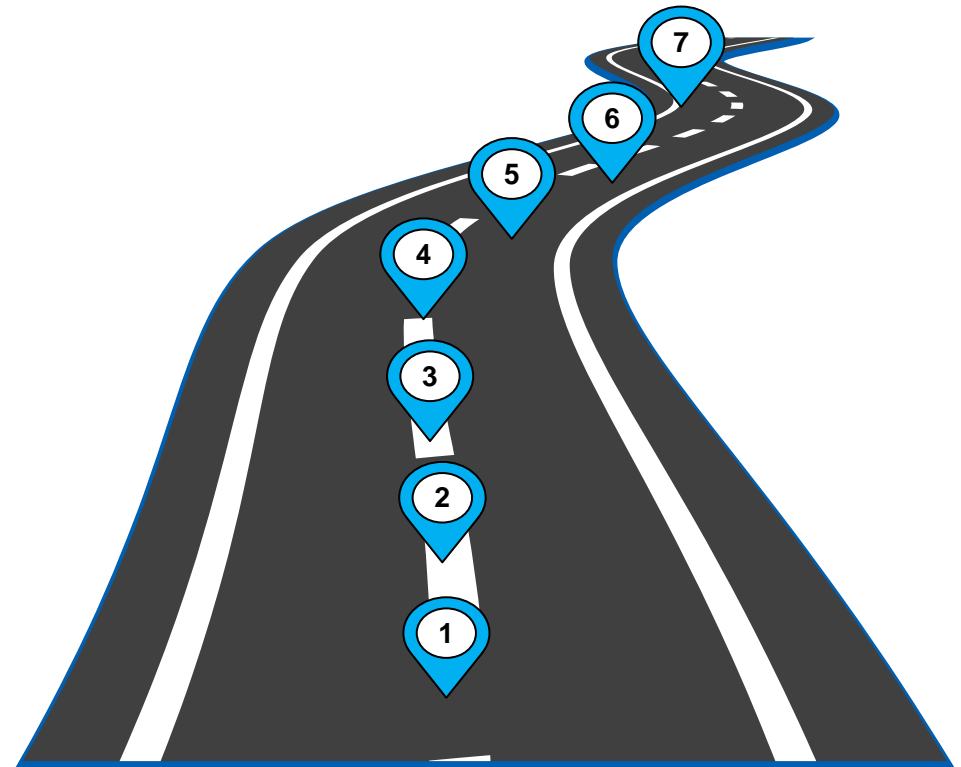
IDEA Multi-Year Plan

- Approval of the final town-wide inclusion, diversity, equity and accessibility multi-year plan for Oakville
- Partnered with CCDI Consulting
- Significant work and consultation
- Community and staff belonging

Work done to-date

Current state inclusivity assessment: road map (2021-2022)

1. Policy review
2. Research best practices
3. Conduct benchmarking
4. Community consultation
5. Diversity census and inclusion survey for staff
6. Establish diversity and inclusion measures
7. Develop draft IDEA MYP



Supported by the Canadian Centre for Diversity and Inclusion (CCDI)

Action plan, 2024-2028

Contains 40 actions under four strategic goals

Goal 1: Foundational

- Objective, plan and business impact
- Leadership and accountability
- IDEA structure and implementation

Goal 2: Internal

- Recruitment, advancement and retention
- Work-life integration, flexibility and benefits

Goal 3: Community

- Community, government relations, and social responsibility

Goal 4: Sustainability

- Assessment, measurement and research
- IDEA communication
- IDEA learning and development

Feedback on draft plan

December 19, 2023, to January 31, 2024

- Feedback was received by email, phone, online feedback form. Comments also expressed on social media.

Key themes

| Theme | Description | Comments |
|------------------------------|--|----------|
| Israel-Hamas war | Impacting members of Oakville community. Disappointment with Dec 2023, Jan 2024 Council mtgs. | 92 |
| Hire on merit and capability | Not on a person's background, skin colour, identity. | 15 |
| IDEA is not successful | IDEA is racist, woke, unfair, discriminatory, divisive. | 10 |
| Accessibility | Various issues and considerations. | 10 |
| IDEA is a waste | Of tax dollars and resources. | 9 |
| Truth and Reconciliation | Various issues and considerations. | 6 |
| IDEA Plan is light | It is performative, not results-oriented; it is not ready to move forward. | 4 |
| General | Comments different than those grouped by theme. | 21 |

Final IDEA Multi-Year Plan

Added

- Land acknowledgement opening page
- Better colour contrast throughout plan
- Best practice review and academic research
- Review of National Truth and Reconciliation Commission's Call to Actions for municipal governments, and training for staff
- New Multi-Year Accessibility Plan 2024-2029 plan to include highlighting advancements and initiatives the town has pursued, and to report annually

Clarified

- Territory acknowledgement review vs. development
- Will develop both internal and external communications plans

Timing revised

- External communications plan moved from 2025 to 2024
- Inclusion Lens review moved from 2024 to 2025

Roll out and implementation

- Internal – communications, action teams
- Community – communications and engagement

