Inclusion, Diversity, Equity and Accessibility Multi-Year Plan

AAC June 13, 2024

OAKVILLE

Background

- Reporting on inclusion, diversity, equity and accessibility improvements for 20 years
- First town-wide inclusion, diversity, equity and accessibility multi-year plan for Oakville
- Partnered with the Canadian Centre for Diversity and Inclusion Consulting Inc. (CCDI)
- Significant work and consultation
- Community and staff belonging

Accessibility and IDEA plans

- Commitment to an inclusive workplace and community where everyone feels they belong

- IDEA multi-year plan addresses actions to support inclusion, diversity, equity and accessibility

- Accessibility multi-year plan addresses regulations in the IASR

Foundational work

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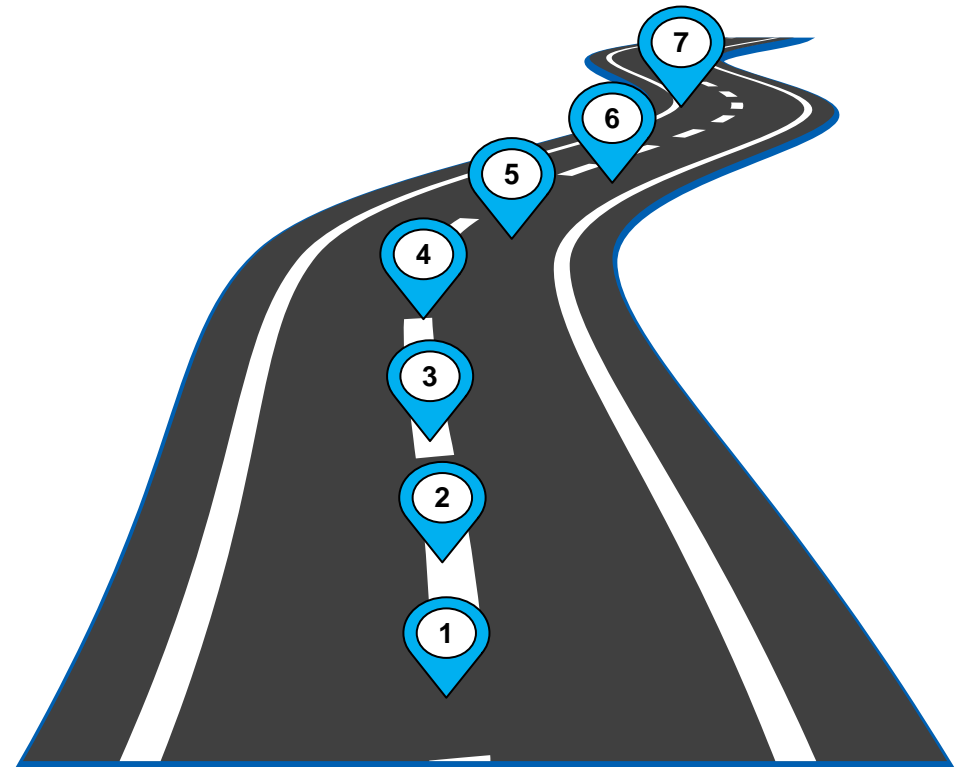
Supported by the Canadian Centre for Diversity and Inclusion (CCDI)

OAKVILLE

Developing the plan

Drafting the plan, 2023

- Foundational work done through the current state inclusivity assessment informed the plan

- Staff worked with CCDI Consulting Inc. to review the assessment findings, participate in strategy sessions and align to Council's Strategic Plan and 2023-2026 Action Plan.

- Draft presented to Council December 2023

OAKVILLE

Feedback related to accessibility

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

Feedback	Town response/outcome

Overall about the plan:
• Comprehensive multi-year plan; glad to see the town's commitment to fostering IDEA practices
• Nothing specific for people with disabilities, too general
   • Limited actions the town will be taking
   • No information on AODA progress
	• Specific actions in Multi-Year Accessibility Plan (MYAP)
	• Including progress on AODA

Specific to the plan: • Certain pages of the plan are challenging to read due to the lack of contrast between the background and font colours • Use the term disability broadly (not just to refer to physical disabilities), to cover the array of disabilities	• Updated colour contrast (removed sections by colour, updated font to black, addressed accessibility flags) • Confirmed reference to disability and person with a disability is meant in the broadest term
Comments about accessibility requirements	• Referred to team updating the MYAP

OAKVILLE

Action plan, 2024-2028

Town Council approval, 2024

- 40 actions under four strategic goals

Goal 1: Foundational
- o Objective, plan and business impact
- o Leadership and accountability
- o IDEA structure and implementation

Goal 2: Internal
- o Recruitment, advancement and retention
- o Work-life integration, flexibility and benefits

Goal 3: Community
- o Community, government relations, and social responsibility

Goal 4: Sustainability
- o Assessment, measurement and research
- o IDEA communication
- o IDEA learning and development

OAKVILLE

Roll out and implementation

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

OAKVILLE