

# Equity, Diversity, and Inclusion (EDI) Strategy Progress Report

Equity, Diversity and Inclusion Strategy

Report Created On: Jan 17, 2025

**Report Legend**



**Priority**



No Update



Overdue

Priority 1  
**Embedding EDI in Policy**

Description	Last Update
Review of current policies, including human resources, procurement, and facility management by a subject matter expert on EDI. This should include community engagement.	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Staff to bring key NG policies and example of other communities' policies to February 2025 EDIAC meeting</li> </ul>
Provide a timeline for the completion of the review and table the recommendations to the EDI Advisory Committee.	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Staff to provide a timeline at the February 2025 EDIAC meeting</li> </ul>
Create a matrix to apply when developing new policies (consider the needs of equity-deserving groups and key EDI issues).	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Following an initial review of policies, staff to work with EDIAC to create a matrix. The matrix should consider the wheel of power and privilege.</li> </ul>
Develop a calendar recognizing dates of significance from many traditions. Bring to EDIAC for review and suggestions	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>• Added filter to NG <a href="#">calendar</a></li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• EDIAC members to review calendar and send any suggestions to staff.</li> <li>• Staff to build out the full year of the calendar.</li> <li>• Staff to look at what events are considered significant (eg. not office closures)</li> </ul>
Ensure that there is diverse representation in marketing and communications materials.	

Priority 2  
**Dedicating EDI Resources**

Description	Last Update
Earmark resources for EDI in the annual budgeting process.	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>Funds included in Corporate Services budget, including the <a href="#">EDI Fund</a></li> </ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>Review the EDI Fund at the February 2025 meeting</li> </ul>
Conduct a needs assessment to explore whether resources can be made available for additional transportation services, enhanced internet services, safe spaces, and any developing concerns.	
Develop a catalogue of resources/directory, include new resident resources.	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>Staff to provide the welcome package material for EDIAC's review at the February 2025 meeting.</li> <li>Staff to explore ways to get the package to new residents (eg. developers, real estate agents, sending out via mail or online, welcome wagon).</li> <li>Staff to provide resource list that is used on NGtransit and confirm if it is in the welcome package.</li> </ul>
Ensure that EDI considerations are reflected in communications materials (inclusive language, accessible information).	
Strike an internal EDI staff committee to support employees to create an inclusive workspace and to identify ways to better serve the community.	
Connect with leading municipalities on the matter of EDI to learn about best practices.	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>Connect with Ottawa</li> </ul>

Priority 3

**Establishing Strategic EDI Partnerships**

Description	Last Update
Offer EDI related resources and training to staff and interested community members.	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Investigate Human Library</li> <li>• Advocate for English Language Learner (ELL) services such as conversation groups</li> <li>• Hold community discussions, e.g. book clubs, on EDI issues</li> <li>• Provide Employer education</li> </ul>
Actively address threats to personal safety	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"> <li>• Provided <a href="#">article</a> to NG Times on a community issue</li> <li>• Established protocol whereby Co-Chairs are mandated to call a special meeting to discuss advising on any appropriate action in response to a community incident. The Mayor on behalf of Council may choose to issue a statement. Person(s) affected should be consulted if possible.</li> </ul>
Explore and advocate for more effective access to internet and technology for all community residents	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Explore a technology training program with the Library</li> </ul>
Partner with health partners to enhance health services for equity-deserving community members.	<p><b>Next Steps:</b></p> <ul style="list-style-type: none"> <li>• Staff to investigate the closure of the local OHIP physio offices</li> </ul>

Description	Last Update
<p>Connect with equity-deserving groups in meaningful ways, including supporting and promoting events and outreach efforts.</p>	<p><b>Accomplishments:</b></p> <ul style="list-style-type: none"><li>• EDI Fund created to support community initiatives</li></ul> <p><b>Next Steps:</b></p> <ul style="list-style-type: none"><li>• NG Times series featuring equity-deserving groups in our community</li><li>• Create safe spaces online or in physical space</li><li>• Advocate to have additional social services where everyone feels welcomed. Part of this is ensuring there are social services that are not linked to a specific faith or ideology.</li><li>• Request Housing Advisory Committee to integrate EDI considerations</li></ul>