

**John Yeh's notes for Staff Deputation on Item 8.1 at the April 19, 2022 General Committee Meeting**

My name is John Yeh, Manager of Strategy and Innovation in Development Services at the City of Markham. Thank you to Mr Chair and members of General Committee for this opportunity. I am by no means an expert in Diversity, Equity, and Inclusion issues but a group of staff and myself in Development Services have been highly engaged during the consultation and preparation of the Diversity and Anti-Black Racism Plans. As staff and more importantly as people we care about making Markham more equitable, accessible, inclusive in the way we plan communities, parks and provide economic development and cultural programs and services.

A cornerstone of the Diversity and Anti-Black Racism Action Plans was external and internal consultations. I'll speak to the internal side as the Development Services Commission met with Mona Nazif, Joanne Kinya Baker, and members of the Ryerson Diversity Institute team on several occasions. Wendy's team did a really good job of educating staff broadly on the guiding principles of this work which included feedback from the community in what changes they want to see for the better and how to move forward in the services we provide and communities being planned.

Once staff had this foundation in place it sparked a lot of interesting conversation and ideas on how to affect positive change. There was a lot of interesting input from an economic development, culture, and community planning perspectives to support local businesses and a better understanding of all histories and experiences is needed to know the broader settlement story. Staff also emphasized the importance of performance indicators to guide decision making.

The engagement of staff in this process is just the beginning as the City begins to implement the Diversity and Anti-Black Racism Action Plans. One of the recommended actions from the Plan is to embed diversity, equity, inclusion, accessibility, ant-racism in all services. The work being carried out in Development Services aligns with this idea. Notable examples include providing additional community input to under-represented groups in the Parks planning process and the public art site selection process.

Once again thank you for this opportunity and Development staff is appreciative of the opportunity to provide meaningful input to the Plans.