

*Town of Markham
Diversity Action Plan
- Presentation to General Committee*

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Purpose

- To seek Council approval of the Diversity Action Plan.
- To provide information regarding next steps.

Last Meeting

- Markham Diversity Action Plan – Draft approved at the General Committee meeting of May 17, 2010 for the purposes of community consultation.
- Deputies spoke in support of the Plan:
 - Janice Chu, Director of Community Investment at United Way of York Region
 - Vilvan Gunasingham on behalf of the Race Relations Committee
 - Bob Santos CEO Link Up Employment Services for Persons with Disabilities
 - Ricky Veerapan, Inspector, York Regional Police

Plan Overview - Contents

7 Key Areas

- **On Belonging**
 - Provides a historical overview of pre-markham leading into present day, builds awareness of each other.
- **Then, As Now**
 - A significant section paying homage to the history of Markham, acknowledging the importance of story to connection and community and acknowledging barriers.
- **Immigration breeds Innovation**
 - Highlighting Markham's move into a leader in economic development.
- **Now as then, Acknowledging Barriers and Lifting the gates**
 - Stories illustrating the lived experience of our four communities of focus.

Plan Overview - Contents

- **Focus on Four**
 - Outlines areas of focus including highlights of demographic information and the 14 key themes arising from the consultation process.
- **What We Offer and Where we live**
 - Outlines inclusive practices already taking place in Markham.
 - Includes GIS map which visually depicts the services Markham provides and the areas where they are located.
- **Moving Forward and Recommendations**
 - Outlines 68 recommendations Markham will undertake based on themes.

Feedback Confirms the Plan

- Five community feedback sessions held during May
- Overall positive feedback on the Plan content and visuals

Next Steps

- Development and implementation of an outreach and publication strategy in collaboration with Communications and Community Relations
- Development of detailed work plans