

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

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**May 17, 2010**

## **Agenda**

- 1. Purpose**
- 2. Background**
- 3. Plan Overview**
- 4. Deputations**
- 5. Discussion and Feedback**

### Meeting Purpose

- To seek Council approval of the draft Diversity Action Plan for the purposes of broad external stakeholder consultation
- To provide an update on work undertaken in the creation of the Plan.
- To share the details of the Plan and associated recommendations.
- To provide information regarding next steps in finalizing the Plan.

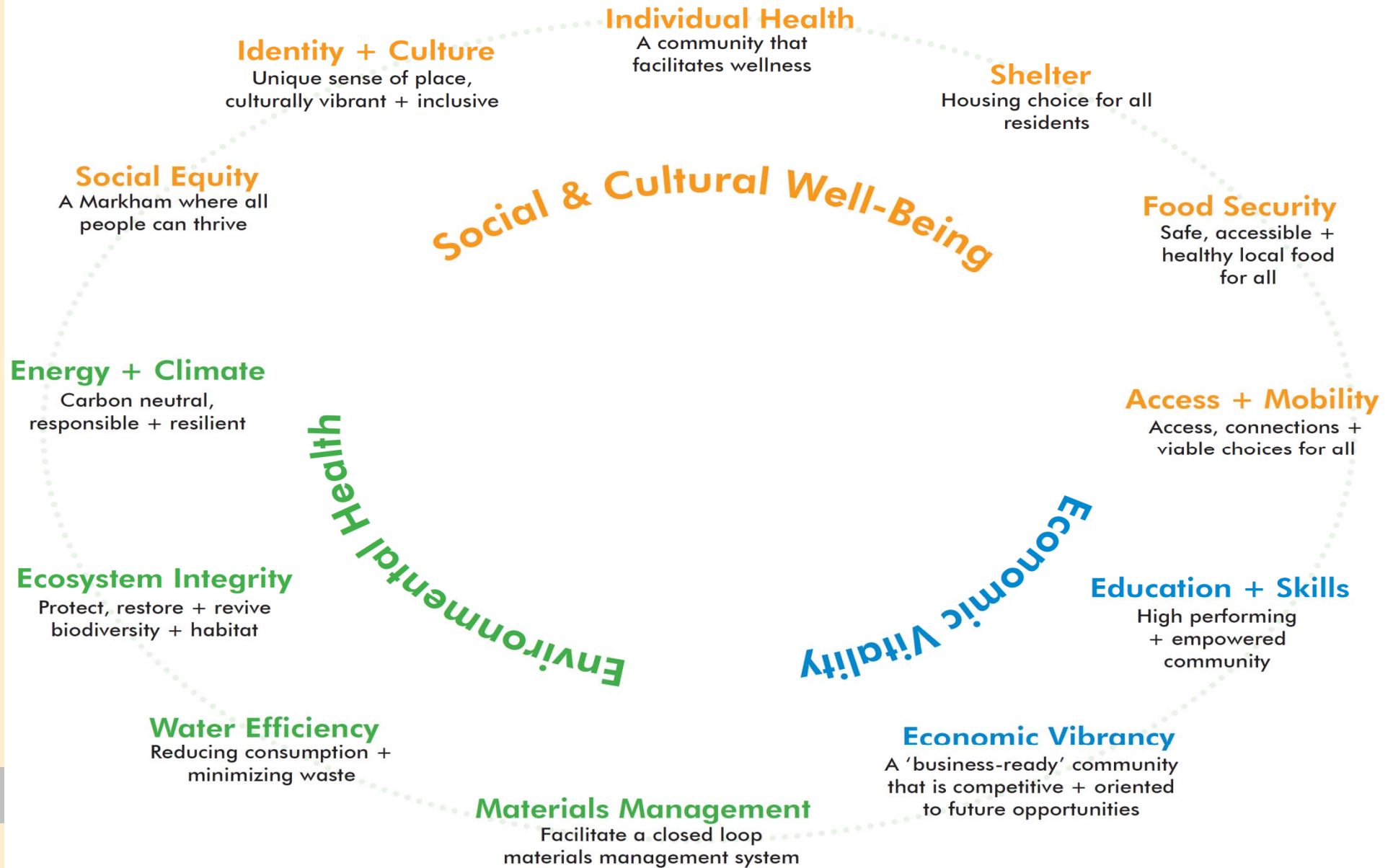
### Acknowledgements

- **Mayor Scarpitti and Members of Council**
- **CAO John Livey**
- **Commissioners Brenda Librecz (project sponsor), Andy Taylor and Jim Baird,**
- **Sharon Laing (project sponsor)**
- **Kathleen Graver**
- **Moe Hosseini-Ara**
- **Regan Hutcheson**
- **John Ryerson**
- **Warren Rupnarain**
- **Jason Tsien**
- **Cheryl McConney-Wilson**

### Plan Overview

- Strategic document shaping the Town's efforts towards an inclusive organization and community
- Social inclusion focus
  - Lifting barriers and increasing access
- Education
  - What Markham currently has in place
  - History of settlement and immigration
  - Enable audience to see themselves in the lived experience of others

# Town of Markham



# Project Background

- Strategic planning session with Council and senior staff identified several organizational strategies including Diversity
- Adopted the Ontario Healthy Communities framework,
  - Inclusivity has been defined as creating a climate where people experience both the *feeling* and *reality* of belonging. Our Path to Inclusivity incorporated the following activities:
    - o Information sharing to build project awareness
    - o An assessment of the Town's current state
    - o A series of broad consultations and data gathering exercises
- Data was organized into the themes and is now presented in the Diversity Action Plan

### Plan Overview - Contents

- **On Belonging**
  - Provides a historical overview of pre-markham leading into present day, builds awareness of each other, pages 3-7
- **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, pages 7 - 16
- **Immigration breeds Innovation**
  - Highlighting Markham's move into a leader in economic development, pages 16-21
- **Now as then, Acknowledging Barriers and Lifting the gates**
  - Stories illustrating the lived experience of our four communities of focus, pages 21-32



# Plan Overview - Contents

- **Focus on Four**
  - Outlines areas of focus including highlights of demographic information, pages 35 -45
  - Outlines 14 key themes arising from the consultation process
- **What We Offer and Where we live**
  - Outlines inclusive practices already taking place in Markham, pages 45-51
  - Includes GIS map which visually depicts the services Markham provides and the areas where they are located
- **Moving Forward and Recommendations**
  - Outlines 66 recommendations Markham will undertake based on the themes identified, pages 53-59

## **Plan Review**

- **Review of Document**

## Next Steps

- |   |            |
|---|------------|
| 1. <b>Presentation to Director's Forum</b>          | • April 1  |
| 2. <b>Presentation to key External stakeholders</b> | • April 1  |
| 3. <b>Presentation to CCC</b>                       | • April 14 |
| 4. <b>Presentation to Council</b>                   | • May 17   |
| 5. <b>Public Consultation</b>                       | • May      |
| 6. <b>Presentation to Director's Forum</b>          | • June     |
| 7. <b>Presentation to CCC</b>                       | • June     |
| 8. <b>Presentation to Council</b>                   | • June 14  |
| 9. <b>Publication of Document</b>                   | • Summer   |

Re-  
calibration  
of plan  
based on  
feedback

