Town of Markham Diversity Action Plan - Presentation to General Committee

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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

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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



Identity + Culture

Unique sense of place, culturally vibrant + inclusive

Individual Health

A community that facilitates wellness

Shelter

Housing choice for all residents

Social Equity

A Markham where all people can thrive

Social & Cultural Well-Being

Food Security

Safe, accessible + healthy local food for all

Energy + Climate

Carbon neutral, responsible + resilient

Access + Mobility

Access, connections + viable choices for all

Ecosystem Integrity

Protect, restore + revive biodiversity + habitat

Environmental Aealth

Education + Skills

High performing + empowered community

Water Efficiency

Reducing consumption + minimizing waste

Materials Management

Facilitate a closed loop materials management system

Villativ Vitality **Economic Vibrancy**

A 'business-ready' community that is competitive + oriented to future opportunities

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. Presentation to Director's Forum

April 1

2. Presentation to key External stakeholders

April 1

3. Presentation to CCC

April 14

4. Presentation to Council

• May 17

5. Public Consultation

May

6. Presentation to Director's Forum

June

7. Presentation to CCC

June

8. Presentation to Council

• June 14

9. Publication of Document

Summer

Recalibration of plan based on feedback