

Hi Anne-Marie,

I'm sorry this got lost in my emails. I do agree with your preliminary response of "any dimension of oppression that candidates would self-disclose and/or that is trackable". I was trying to do some research on what equity group data has been collected in the past in other municipalities, but that information is hard to find. I couldn't find it on the Federation of Canadian Municipalities site or Statistics Canada. I will reach out to FCM and Shawna (who held the Diverse Voices for Change event where I learned about this) and see if they have anything further to add. Below I've listed some of the specific groups identified by the Canadians for All Women Initiative (CAWI) in their Advancing Equity and Inclusion Lens. I've also listed some resources that have supported the idea of keeping track of equity groups (most identify keeping track of radicalized groups instead of equity groups). I'm wondering if it may be best to send this information to the City Clerk as guidance? Also, looking at Statistics Canada, they list four groups (women, indigenous groups, visible minorities and disabilities) in the Employment Equity Act. I realize this leaves a lot of groups but not sure if we need to comply with this as well or if that is only for federal employees (I've included the link below)?

Employment Equity Act - <https://www.canada.ca/en/public-service-commission/services/appointment-framework/employment-equity-diversity/employment-equity-groups.html>

Groups known to risk exclusion (as per CAWI):

- Aboriginal peoples
- Francophones
- LGBTQ
- Immigrants
- Older Adults
- Persons with Disabilities
- Persons living in poverty
- Racialized people
- Rural residents
- Women
- Youth

Potential Resources

- Canadian Coalition of Municipalities Against Racism and Discrimination Toolkit
 - o <http://unesco.ca/~media/unesco/sciences%20sociale/ccmard%20toolkit%20web-en.pdf>
- Welcoming and Inclusive Communities Toolkit by the Alberta Urban Municipalities Association
 - o https://auma.ca/sites/default/files/Advocacy/Programs_Initiatives/WIC/wic_toolkit_-_march_2_2015_2.pdf
- Advancing Equity and Inclusion – A Guide for Municipalities by City for All Women Initiative
 - o http://www.cawi-ivtf.org/sites/default/files/publications/advancing-equity-inclusion-web_0.pdf
 - Indicateurs pour L'Évaluation des Politiques Municipales Visant à Contrer le Racisme et la Discrimination
 - o http://www.ieim.uqam.ca/IMG/pdf/Cahiers_CRIEC_28_2005_fr.pdf

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On Tue, Oct 24, 2017 at 11:48 AM, Aden Hamza

Hi Anne-Marie,

I'm sorry I wasn't able to make it to the last meeting to address this. I will review my notes from the FCM Diverse Voices for Change Workshop and get back to you with specifics. I think that it would serve us well to align our process with what other municipalities have done and improve on it if necessary. I can have a response by the end of the week, is that ok?

Best,

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