

TO:	CHAIR AND MEMBERS CORPORATE SERVICES COMMITTEE MEETING ON NOVEMBER 7, 2017
FROM:	WILLIAM C. COXHEAD MANAGING DIRECTOR, CORPORATE SERVICES AND CHIEF HUMAN RESOURCES OFFICER
SUBJECT:	EQUITY AND INCLUSION LENS FOR THE DEVELOPMENT OF POLICIES, PROCEDURES AND PROGRAMS

RECOMMENDATION

That, on the recommendation of the Managing Director, Corporate Services & Chief Human Resources Officer, the following actions be taken with respect to the review and development of City of London policies, procedures and programs:

- a) a new Equity and Inclusion Lens **BE DEVELOPED** building on the Gender Lens which is already in place. **IT BEING NOTED** that the new Equity and Inclusion Lens will include the dimensions associated with gender and accessibility, and,
- b) training **BE PROVIDED** to all applicable City of London employees involved in the review and development of City of London policies, procedures and programs in order to provide them with the necessary knowledge and tools required to apply the Equity and Inclusion Lens during their review and development of policies, procedures and programs.

PREVIOUS REPORTS PERTINENT TO THIS MATTER
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- Various updates regarding Workplace Diversity and Inclusion initiatives and metrics.

BACKGROUND

This report is submitted in response to two resolutions of Municipal Council.

At its meeting on July 25, 2017, Municipal Council passed the following resolutions:

*Civic Administration **BE REQUESTED** to review and report back to a future meeting of the appropriate Standing Committees on the feasibility and implications of implementing the following matters ... ii) the application of an “Equity and Inclusion Lens” during the review and/or development of policies and processes;”*

and,

*Civic Administration **BE REQUESTED** to review and report back on the feasibility and implications of implementing the application of an “accessibility lens” when reviewing policies and procedures in addition to the “gender lens” that is already being applied.*

The Current Gender Lens Tool

In accordance with the City of London's Strategic Plan, Civic Administration has developed a Gender Lens tool and commenced training for all employees involved in the development and execution of new policies. By applying a Gender Lens to policies, the City of London is able to create gender equity by ensuring that any differences in the way policies are likely to unfairly impact women are anticipated; and, decisions relating to policy are made that consider and are responsive to the particular needs of women and gender inequality.

What is an Equity and Inclusion Lens?

An Equity and Inclusion Lens is a tool and method to employ when reviewing and creating policies, practices and programs respecting and valuing the diverse population that we serve. This Lens would provide for a systematic way of considering the needs of the full range of diversity dimensions of residents of the City of London including gender and accessibility.

An Equity and Inclusion Lens focuses on groups who experience systemic barriers such as those noted below:

- Indigenous persons
- Women (gender)
- persons with disabilities (accessibility)
- visible minorities
- LGBT+
- recent immigrants,
- youth
- older adults (age friendly)
- people living in poverty
- low-income persons

Given that an Equity and Inclusion Lens encompasses the dimensions of both gender and accessibility, Civic Administration is recommending that an Equity and Inclusion Lens be developed to address gender, accessibility and diversity and that this tool, once completed replace the current Gender Lens.

Is an Equity and Inclusion Lens feasible?

An Equity and Inclusion Lens would build upon the many inclusive practices already underway at the City of London, including the City of London's Gender Lens tool.

Civic Administration has reviewed this request with experts in this field and have been advised that an Equity and Inclusion Lens could be developed building upon the principles used in the development of the Gender Lens. Furthermore, Civic Administration has been advised that a more diverse look at how policies, procedures and programs are developed based on an Equity and Inclusion Lens is a more progressive way of looking at inclusion and the elimination of barriers. Broadening the scope of the dimensions of diversity considered when reviewing and developing policies helps to identify and remove the barriers faced by many residents from the increasingly diverse London community.

With groundwork already done on the Gender Lens, the development of an Equity and Inclusion Lens could be accomplished at a modest cost which could be accommodated within the operating budget. Civic Administration believes that an Equity and Inclusion Lens could be developed and applicable employees could be trained within one year of approval to proceed.

Conclusion

Civic Administration recommends that an Equity and Inclusion Lens be developed, in consultation with a third party, as well as the Accessibility Advisory Committee and the Diversity, Inclusion and Anti-Oppression Advisory Committee, building upon the Gender Lens which is already in place. The Equity and Inclusion Lens would include the dimensions associated with gender and accessibility.

During this development, Civic Administration would continue to apply the Gender Lens as many of its attributes apply to other dimensions of equity and inclusion.

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