

City of Toronto policies, reports and studies regarding Access, Equity and Human Rights – Selected Reports

A. Policy Framework

1. Vision Statement on access, equity and diversity. Adopted by Toronto City Council, December 1999 and reaffirmed April 2003.
2. Guiding principles on access, equity and human rights. Report of the Task Force on Community Access and Equity. December 1999.

The Task Force on Community Access and Equity outlined four themes to provide a “consistent and coherent philosophy behind the Task Force’s recommendations to achieve access and equity in Toronto”.

These themes are:

- (a) Strengthening the Civil Society;
- (b) Civic Leadership;
- (c) Accountable, Accessible and Equitable Governance; and
- (d) Aboriginal Self-Determination.

3. City of Toronto Action Plan for the implementation of Access and Equity and the Final Report of the Task Force on Community Access and Equity. December 1999.

The Task Force on Community Access and Equity submitted a draft report to Toronto City Council in June 1999, which outlined 89 recommendations. In December 1999, Toronto City Council amended and approved the Final Report and adopted 97 recommendations as Council’s Action Plan on Access Equity and Human Rights.

The Task Force was established to provide advice to Council on the “policies, structural functions, program priorities and evaluation processes” for the on-going access and equity work in the amalgamated City of Toronto.

4. City of Toronto Human Rights, Harassment and Hate Activity Policy. December 1998.

This Policy outlines the City of Toronto’s policies and procedures for addressing human rights complaints with respect to employment, services, accommodation and all aspects of City operations. The Policy provides for the establishment of a Human Rights Office, which reports to the Chief Administrative Officer, mechanisms for handling complaints, conducting investigations, and for reporting to Council.

5. City of Toronto Immigration and Settlement Policy Framework. May/June, 2001.

The goal for this policy framework is to enable the City, within its mandate as municipal government, to work with all orders of government, all sectors that make up the economic, social and cultural web of the City and immigrants to ensure that it continues to:

- (a) attract newcomers; and
- (b) provide supports to enable them to develop a sense of identity and belonging and fully participate in the social, economic, cultural and political life of the City.

This policy framework addresses: Economic integration, Intergovernmental Consultation and collaboration, Service Access and Equity, Planning and Co-ordination, Advocacy and Public Education, and Building Community Capacity and Civic Participation.

6. (a) City of Toronto Plan of Action for the Elimination of Racism and Discrimination. April, 2003.
- (b) “*Just Do It!*” Report of the Community Consultation on the Plan of Action for the Elimination of Racism and Discrimination. November, 2002.

In April/May, 2001, Council directed that the Plan of Action for the elimination for racism and discrimination be prepared to respond to the findings of ethno-racial inequalities identified in the study prepared by Michael Ornstein (May, 2000) and the City’s proposal to the Government of Canada to establish a domestic plan of action for the elimination of racism and discrimination.

Council established a Council Reference Group to conduct community consultations and to oversee the preparation of the plan of action. Council also directed that the recommendations of the Final Report of the Task Force on Community Access and Equity (December 1999) and the Council Reference Group’s community consultation report, “*Just do it!*” (November 2002) provide the foundation for the Plan of Action.

The Plan of Action outlines seven strategic directions and eight action items for implementation.

7. (a) City of Toronto Accessibility Plan. September 2003

The City’s Accessibility Plan a framework and direction that supports and strengthens the City’s commitment and efforts to respond to the needs of people with disabilities and to become a barrier free city.

- (b) City of Toronto Accessibility Design Guidelines. April 2004

The Accessibility Design Guidelines are based on Universal Design principles and provide practical examples of solutions to optimize accessibility to buildings and other buildings owned or occupied by the City of Toronto. The Guidelines are to be used by City staff in the renovation of buildings and new construction and are an important resource for other sectors.

B. Policies and Resolutions

Employment Equity Policy. July 2000.

Multi-lingual Policy. February, 2002

Greater Inclusiveness in the Annual Schedule of Meetings. May 2004.

Employment Accommodation Policy. July 2004.

Resolution on Sexual Assault (Jane Doe), July 1998.

Resolution on Racial Profiling. October 2002 and February 2003.

Resolution on Same Sex Marriages. July/August 2002.

C. Studies

- (a) Ethno-Racial Inequality in the City of Toronto: An analysis of the 1996 Census data.

Professor Michael Ornstein, Institute for Social Research, York University.
May, 2000.

The study on Ethno-Racial Inequality in the City of Toronto was commissioned by the City of Toronto in co-operation with the Centre for Excellence on Research and Immigration and Settlement (CERIS).. The Study utilised 1996 Census Data to provide an update on a similar study undertaken with 1991 Census data. The study provides an analysis of the socio-economic situation of 89 ethno-racial groups and contains 17 tables and charts.

Study findings include the following:

- In 1996, the adult unemployment rate for persons of European origin was under 7 per cent, compared to those of non-European origin of 12.5 per cent;
- The overall unemployment rates for Ethiopians, Ghanaians, and Somalis were 24, 45 and 24 percent respectively;
- Persons from Sri Lanka, Pakistan, Vietnam and Latin America have unemployment rates that are two to three times greater than average;

- Fourteen per cent of European-origin families live below the LICO (Low Income Cut Off) compared to 32 per cent for Aboriginals, 35 per cent for South Asians, 45 per cent for Africans, Blacks and Caribbeans, and 45 per cent for those of Arab and West Asian origin;
- Toronto residents of Ethiopian, Ghanaian and Somali origin live below the poverty line at rates of 70, 87 and 62 per cent;
- The family poverty rate of all non-European groups is more than twice that of European groups;
- The unemployment rate for youth (15-24 yrs) is 19.6 per cent compared to 38 per cent for African and Black youth.

D. Evaluation and Status reports

- (a) CAO Status Report : Implementation of the Recommendations of the Final Report of the Task Force on Community Access and Equity. April 2002.

Progress made by city departments in implementing the 97 recommendations of the Action Plan on Access, Equity and Human Rights is reported.

- (b) CAO Supplementary Status Report: Implementation of the Recommendations of the Final Report of the Task Force on Community Access and Equity. February, 2003

This report responded to City Council's direction for a further report on corporate implementation. The report outlines 10 city-wide initiatives to be undertaken in 2003 and an update on departmental implementation. City Council also approved the established of two additional Access Equity and Human Rights Awards to recognise contributions made by individuals/organizations to the Aboriginal community and the Lesbian, Gay, Bisexual and Transgender communities in Toronto.

- (c) Auditor General's Report: Review of the Implementation of recommendations of the Final Report of the Task Force on Access and Equity. May, 2004

This report presents the results of the Auditor General's review of the City's success in implementing the recommendations of the Final Report of the Task Force on Community Access and Equity. The Management Response to the 13 recommendations made by the Auditor General is appended to the report.

- (d) CAO's Status Report – Access Equity and Human Rights Action Plans, 2003-2006. January 2005.

This Report outlines the progress of the Toronto Public Service in implementing Council's priorities in access, equity and human rights and submits Departmental Plans for 2004-2006.

E. Programs

- (a) Profession to Profession: Mentoring Immigrants Pilot Project. A Review of findings from pilot project evaluation. November 2004.

The Profession to Profession: Mentoring Immigrants Pilot Project was established to respond to the employment barriers faced by internationally trained immigrants. The project matched experienced City professionals with internally trained professionals. The project was a joint initiative between the City of Toronto and the Consortium of Agencies Serving Internationally Trained Persons (CASIP), which included ACCESS, CSOTI, JVS, JobStart, Humber College, Seneca College and Skills for Change. This evaluation report summarises the pilot project, which included 29 mentors and their proteges. At the end of the project 67% of those participating in the on-line program found employment while 73% of those participating in the in-person program also found employment by the end of the 4 month program.

- (b) Access and Equity Grant Program

The Access and Equity Grant Program is one of the grant programs that is part of the Community Partnership and Investment Program (CPIP) of the City of Toronto. The Access and Equity Grant Program was established in 1981. The program is designed to achieve a positive race relations climate, promote respect and value for Toronto's multicultural and multiracial character, and to maintain a community infrastructure that addresses racism and ethno-racial inequity.

The Program was expanded by Council in 2004 to address human rights issues relating to women and gender, literacy, disability, sexual orientation and Aboriginal Affairs. The Program supports community projects that provide public education and awareness, outreach, and community development and capacity building aimed at improving access to services and civic participation, advocacy and programs aimed at eliminating hate activity.

The budget allocation for the program is \$773,800. In 2004, 68 programs were recommended for funding in Phase One and 34 were funded in Phase Two.

February 21, 2005